



**Mona School
of Business &
Management**

MSBM The University of the West Indies, Mona

Finding Innovative
Solutions to
Challenges

ANNUAL REPORT 2018/2019



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Our Mission



To advance learning, create knowledge and foster innovation for the positive transformation of Caribbean enterprises through the development of world-class business professionals and research-based solutions.



PRINCIPAL'S Message

Professor Dale Webber

Pro Vice Chancellor and Principal
University of the West Indies
Mona Campus

During the 2018-2019 Academic Year, the Mona School of Business and Management (MSBM) continued to advance The University of the West Indies' mission to support regional development. Through its teaching, research and outreach activities, the School continues to play its part in helping The UWI meet its goals articulated in the Triple A Strategic Plan. This report highlights those activities and offers insight into how MSBM provides access to a high-quality tertiary education, ensures Alignment with the needs of society and industry while responding to those needs with Agility.

ACCESS

The UWI prides itself on training graduates who can appropriately respond to the challenges of Caribbean realities while holding their own amongst global counterparts. As one of our flagship Schools, MSBM has upheld this commitment since its inception, and over the last year, it has further solidified its commitment to provide a high-quality business education. Its revision of the Masters in Business Administration (MBA) programme is a prime example of its commitment to ensuring that

our academic offerings are in tandem with global best practices. This intentional maintenance of programme quality is effective and reflected in the Eduniversal rankings which saw six of its programmes, including the MBA, being ranked among the top in the region and the world from a field of 4000. The success of its students in international competitions such as the Global Travel and Tourism Partnership (GTTP) Case Study Research Competition and the International Business Model Competition (IBMC) affirms that the training offered at MSBM effectively prepares graduates to navigate the global space. In addition to that, the creation of a loan scheme by JMMB specifically for MSBM students is further confirmation of the value and market attractiveness of an MSBM degree.

ALIGNMENT

As a regional university grounded in Caribbean realities, we believe that what we do must serve the society in targeted ways. To do so, we have to create opportunities to understand what the needs of society are. MSBM has continued to do this, and so has its finger on the pulse of what



Principal's message

industry requires. Its continued engagement with stakeholders across the public and private sector through projects and many public fora allows faculty to carry out targeted research and students to develop a fulsome understanding of the kind of leadership and support that will be asked of them. Exemplars of creating opportunity for engagement are the compulsory MBA/MSc Field Project and the NCB Capital Markets Ltd Student Investment Challenge, which allows students to put into practice the principles and methodologies they have been exposed to in the classroom. Additionally, strategic partnerships with organisations such as the Human Resource Management Association of Jamaica (HRMAJ) offer avenues to collaborate on research projects to inform responses to challenges faced by the public and private sector.

AGILITY

We create opportunities to understand the needs of society and industry primarily through our research activities. We then use those data to inform interventions that are efficient and effective. MSBM has consistently demonstrated its capacity to responding to the most critical needs of society and industry by creating programmes of study that will enable the upskilling of our people. The customised short courses offered by the Professional Services Unit to public and private sector entities demonstrate responsiveness to these organisations' needs for education that can fit their schedules and specialities. The leveraging of the Unit's research capacity by offering consultancy services is also a core example of how the School provides support to stakeholders.

Furthermore, the digital literacy and data skills capacity building projects undertaken by the Centre of Excellence (CoE) across the region also highlights an agile response to the most pressing development need of our Caribbean countries. Successful economic and social development must be supported by an educated population capable of navigating the digital environment. Projects such as the Caribbean Open Data Programme are efficient avenues for driving digitisation across the region as they adapt global solutions to suit local needs.

The MSBM brand endures as the School remains the premier business education training institution in the region with its regionally relevant and globally competitive programmes, award-winning faculty and caring and professional staff. The team at MSBM, under the leadership of Executive Director, Dr. David McBean, must be congratulated for maintaining and expanding the impact of the School over the last Academic Year. MSBM is the standard for business schools in the region and is well on its way to becoming a global force. I am confident that they will extend their reach over the coming years as they continue to leverage that signature UWI innovativeness in education, research, and outreach to formulate and implement solutions to regional and global challenges.



CHAIRMAN'S Statement

Mr Patrick Hylton, C.D.
Chairman, MSBM Board of Directors

The Mona School of Business and Management (MSBM) maintained its role as a top performing business school with several of its post graduate programmes being ranked in the top 20 in Eduniversal Best Masters and MBA Ranking 2019. The ranking acknowledged the quality and success of the programmes based on reputation, salary of first employment after graduation and student feedback. MSBM was also invited to join the Association of MBAs (AMBA) Business Graduate Association which was launched in early 2019.

MSBM successfully hosted its 4th Business and Management Conference at the Jamaica Pegasus Hotel from July 10- 12, 2019 under the theme, "Delivering on the promise of entrepreneurship: Critical perspective on research, practice and thinking in the fourth economy" which included a special focus on Social Entrepreneurship. The conference closed with an opportunity for the participants to experience the range of entrepreneurship as practiced in Jamaica through a visit to Trench Town, the birthplace of Reggae music. The participants consisted of the main players in the entrepreneurial space, including funders, investors, entrepreneurs, students, academics and researchers.

The Reasoning Series with CEOs continued to attract large audiences of over seventy (70) students per session and the Board wished to express its sincere appreciation to our business sector and alumni for their support of this and other events such as the MSBM Roundtable Forum and our corporate branding campaign.

MSBM closed the 2018/2019 financial year with a surplus of \$30.3 million and a ten percent (10%) increase in graduate enrolment. The undergraduate enrolment for the year increased to approximately twenty-two percent (22.2%) of The UWI, Mona Campus undergraduate student population without an increase in the academic and non-academic staff. The staff of MSBM must be commended on the manner in which they were able to continue the seamless delivery of the undergraduate programmes while maintaining high pedagogical standards along with their research activities.

The Board of Directors remains confident that the School will maintain its standard of excellence as it continues to meet its objectives and execute its programme of activities under its strategic plan.



EXECUTIVE DIRECTOR'S Summary

Dr David McBean
Executive Director

The 2018/19 academic year proved to be both a challenging and successful year for the School and with the support of the faculty and staff, the School made significant strides through a range of initiatives and programmes. On behalf of the Executive Management team, I am pleased to share the highlights of the last academic year. In this report, I will highlight the activities and initiatives of the School, the excellence of our students and alumni on the local and international stages and our partnerships with the private and public sectors.

As we continue to promote the spirit of excellence, I am pleased to announce that as part of our strategic focus for the next five years, we have developed new Vision and Mission Statements to guide all our initiatives and programmes. Both statements represent the ethos of excellence, innovation and knowledge creation that will drive us as we seek to provide research-based solutions to you our stakeholders.

Vision: "To be an excellent globally recognized business school rooted in the Caribbean"

Mission: "To advance learning, create knowledge and foster innovation for the positive transformation of Caribbean enterprises through the development of world-class business professionals and research-based solutions"

The spirit of excellence encapsulated in both the vision and mission statements was a driving theme and a force for the academic year. In this regard, MSBM continues to make significant improvements to its core operations of: teaching and learning, research and innovation and outreach and public advocacy, in order to position the school for stronger growth.

Our programmes continue to achieve high rankings in the global space with several of our graduate programmes receiving top placements in the Eduniversal Best Masters & MBA Ranking 2019. Eduniversal is an organization that undertakes an annual ranking of business schools and universities in over 150 countries and publishes a ranking of the 4,000 Best Masters and MBA programmes in 30 fields of studies worldwide.



EXECUTIVE DIRECTOR'S Summary

In the same vein, our students continued to excel not only in the classroom but also in extracurricular and entrepreneurial activities both at the graduate and undergraduate level. As a School, we deem it very important to develop well-rounded individuals to take their place in the world and so every effort is made to expand the breadth of experiences offered to our students both in and out of the classroom. Whether through engagement in the compulsory Field Project for our Graduate students or their participation in international competitions, we are intentional about exposing our students to help them to become global citizens. The 2nd cohort of the MBA/MSc Field Project began in the 2018/19 academic year, following great reviews from the clients involved in the first cohort.

We are grateful to a range of organisations spanning the private and public sectors for partnering with us to offer our students the opportunity to put into practice the principles that have been studied in the programmes. These include the Grace Kennedy Group, Ministry of Finance, Jamaica Manufacturers' Association (JMA), University Hospital of the West Indies (UHWI), The UWI's Faculty of Medical Science and City of Kingston (COK) Credit Union.

We continue to be proud of the achievements of our students in their performance in international competitions and highlight the performance of a team of third-year Tourism Management MSBM

students from the UWI Tourism Society who entered the Jamaica Tourist Board (JTB) and Global Travel and Tourism Partnership (GTTP) Case Study Research Competition and were selected to represent Jamaica in the 2018 GTTP Research Competition & Awards in Nice, France. Similarly, we are extremely proud of the coordinating role of the Vincent Hosang Entrepreneurship Programme in preparing students to enter both National and International competitions. In the past year, under their preparation, two UWI teams emerged first and third place winners in the National Business Model Competition (NBMC) held in March 2019.

A key plank of our pursuit of excellence has been the strategic alliances forged over the years to enhance our offerings as well as our image and positioning in the market. To that end, I would like to highlight and thank some specific organizations who partnered with us during this past year.

Google Foundation awarded a coalition of partners (of which MSBM was a part) a US\$500,000 grant to deploy the concept of a Caribbean School of Data as a comprehensive and sustainable "data literacy" programme aimed at underserved populations in 7-9 countries in the Caribbean. All curriculum development, academic administration, student performance tracking and evaluation and disseminating research insights will be implemented by MSBM. Planning for the Phase 1 of the project has already commenced.

NCB Group Ltd, through its subsidiary NCB Capital Markets Ltd, partnered with the School to sponsor a student Investment Challenge which included the preparation of investment reports on a publicly traded firm from the Jamaica Stock Exchange (JSE).



EXECUTIVE DIRECTOR'S Summary

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MSBM signed an MOU with the Human Resource Management Association of Jamaica (HRMAJ) to collaborate on certification of professional development courses, which are aligned to internationally recognised standards and to enable research in human resource management.

MSBM continued its advocacy role to facilitate a forum to provide critical analysis of matters of national, regional and international importance in the world of business and industry and to showcase the research output of the School. Over the year, a number of fora were convened including our annual CEO Roundtable.

In keeping with our vision of an ethos of excellence, we have reviewed our fees for our graduate programmes to reflect our positioning in the market. We will be converting all fees to US\$, and adding an automatic inflationary figure that can be done each year at the school's discretion. These increases were accompanied by

an aggressive marketing campaign to emphasize the superior quality of the MSBM graduate degrees and also drive numbers. Because of the cycle of how increases are applied to the self-financing programmes, these will not take effect until academic year, 2019/20, and then only for entering cohorts.

We wish to thank the Board of Directors, the management team, our Faculty and staff members, our students, the wider UWI and our business partners for their support. We do not take that for granted as it is the strength of these partnerships that has contributed to us achieving the levels of excellence in many of our undertakings during the year under review and which will be critical to us achieving the Mission and Vision as we commit to working even smarter to make Excellence the hallmark of all our endeavours.



Reporting Relationships



MSBM



The MSBM, as an institute within the UWI, has a special reporting relationship. For academic purposes it reports through the Faculty Board of the the Faculty of Social Sciences; with accountability to the UWI's Academic Board, Board for Graduate Studies and the Principal.

The school has autonomy over its financial affairs and as such is also accountable to the MSBM Board of Directors.



ACADEMIC PROGRAMMES



ACADEMIC PROGRAMMES

This Mona School of Business & Management (MSBM) 2018/2019 Annual Report presents some of the many achievements of the School in the review period August 1, 2018 – July 31, 2019. It highlights developments in operations, teaching and learning, research and innovation and public service/outreach to our various stakeholders.

Student Recruitment

MSBM welcomed incoming students to the new academic year with orientation sessions which took place as follows: MBA and Diploma programmes, Western Jamaica Campus (WJC) and Mona Campus - July 22 and July 25, 2018 respectively; Undergraduate programmes - August 28, 2018; and MSc programmes - August 31, 2018. The School also participated in the Faculty of Social Sciences (FSS) Academic Orientation and UWI's Undergraduate Orientation Week from August 27-30, 2018. The sessions were well attended and helped to orient new students with the School, the nuances of the programmes, rules, guidelines and regulations that govern their administration. Administrators and faculty members were on hand to meet with their cohorts and respond to their queries.

The annual Graduate Application Campaign began January 12, 2019 with a full multi-channel drive

(to include corporate visits, radio, TV and press advertisements) as well as a digital marketing programme. Opportunities were secured with HR managers at private and public sector institutions for direct promotion of the graduate programmes to their staff members. Information sessions were held at the Jamaica Pegasus Hotel, Kingston and at the WJC, Montego Bay. Both sessions were relatively well-supported with 170 prospective students coming out in Kingston and another 40 persons attending the WJC staging. A total of 350 persons signed up to attend an Information Session Webinar which was held on March 18, 2019. A team of MSBM resource personnel representing Application Processing, Finance and Marketing, were on hand to assist with answering questions from participants. Of note, JMMB has developed a special education loan product for MSBM graduate students and this was presented to the prospective students at the information sessions.

Student Numbers

Student admissions and enrolment at the MSBM for the last two academic years are summarized below (see Table 1).

Table 1: Student admissions and enrolment

NEW STUDENTS ADMITTED	2018-2019	2017-2018	Change
Undergraduate	1,032	1,566	-34%
Postgraduate	329	425	-22%
TOTAL	1,361	1,991	-32%
TOTAL STUDENT POPULATION/ ENROLMENT			
Undergraduate	3,706	3,313	12%
Postgraduate	778	753	3%
TOTAL	4,484	4,066	10%

Source: Student Records, UWI Mona



ACADEMIC PROGRAMMES

Summer School 2018-2019 for undergraduate students had registration numbers totalling 841 students, a 36% decrease over the previous academic year. (See Table 2).

Table 2: Student registrations

STUDENT REGISTRATIONS	2018-2019	2017-2018	Change
Summer School	841	1,151	-36%

Source: Student Records, UWI Mona

Students enrolled in Short Courses offered by MSBM's Professional Services Unit (PSU) during the period under review are summarized in Table 3:

Table 3: Short Courses student enrolment

ADDITIONAL STUDENTS	2018-2019	2017-2018	change
Scheduled Short Courses	416	412	-1%
Customised Short Courses	467	518	-10%
TOTAL	883	930	-5%

Source: PSU Database

MSBM Graduates 2018

The graduation ceremony for MSBM graduates which was held on November 3, 2018, showed a 14% increase in the numbers of graduates over all our programmes, over 2017. Table 4 below refers.

Table 4: 2018 Graduation Numbers

Groups	No. of Graduates	
	2018	2017
Undergraduates	502	436
DBA	3	7
MBA	126	104
Master in Business Management (MBM)	11	18
Executive MBA	3	9
MSc. Enterprise Risk Management	8	7
MSc. Taxation	1	3
MSc. Accounting	51	42
Computer-Based Management Information Systems (CBMIS)	28	27
MSc. Corporate Finance	9	-
MSc. Marketing and Data Analytics	9	-
MSc. Logistics and Supply Chain Management	5	-
MSc. National Security & Strategic Studies	8	11
MSc. Tourism & Hospitality Management	2	8
Diploma in Business Administration	2	3
TOTAL	768	675

Source: Student Records, UWI Mona



ACADEMIC PROGRAMMES

Faculty & Staff Development

The MSBM continued to invest in faculty and staff, providing various training opportunities to facilitate their development. One such session was a training session with our adjunct lecturers on January 19, 2019. Dr Mervin Chisholm of the Center for Excellence in Teaching and Learning (CETL) was invited by the MSBM Teaching and Learning Committee to facilitate a workshop which addressed the fundamentals of exam assessment and providing feedback to students.

MSBM Brown-Bag Research Sessions

Faculty-focussed MSBM Brown Bag Research Seminars were held over the 2018/2019 academic year. These seminars provide opportunities for faculty and the School's doctoral students, to disseminate their research to peers, refine it and prepare for the research process. Topics covered at the sessions included:

- "How to improve Brown-Bag Sessions"
- "How to write a business case"
- "Taking advantage of your sabbatical leave"
- "Information systems quality and success in Canadian software development firms"
- "Enterprise risk and corporate turnaround: An empirical investigation"
- "Scaling digital capacity building in the Caribbean".

New and Revised Programmes

Changes in Graduate Programme Fees

Approval has been received from the Campus Finance and General Purposes Committee (F&GPC) for an increase in fees for our graduate programmes, with the following provisos:

- All programme fees will now be denominated in \$US to hedge against devaluation risk, along with an automatic inflationary increase that can be done each year at the School's discretion.
- Tuition fees for all MSc programmes and the Masters in Business Management (MBM) to be increased to US\$10,000 per annum, an average increase of US\$2,000 per annum.
- The Master in Business Administration (MBA) programme will be increased to US\$16,000, an average increase of US\$2,400.

Revision of the MBA Programme

The MSBM received reaccreditation from the Association of MBAs (AMBA) for its MBA programme in 2017 for a 5-year period, contingent on some recommendations and conditions critical to the School's maintenance of accreditation. The main condition stipulated by the assessors was that Human Resource Management (HRM) is adequately covered as a mandatory learning outcome in the MBA curriculum. To address this concern, a new course in Strategic Human Resource Management was added to the core component of the MBA curriculum and is compulsory for ALL MBA students. Additionally, given that the HR Concentration was being revised it was determined that an HR Information Systems and Analytics course should be included as this would ensure the MBA offerings remain current and relevant with global best practices.



STUDENT DEVELOPMENT ACTIVITIES



STUDENT DEVELOPMENT ACTIVITIES

Several activities were undertaken in the period to provide students with an enjoyable enriching student experience, build capacity, and enhance the employability of our students. Some of the highlights are summarized below.

Student Engagement Sessions

As part of its mantra to provide effective pastoral care for our student population, the Student Enrichment and Engagement (SEE) Committee hosted student engagement sessions for both under- and post-graduate MSBM students in the academic year. These sessions included “Time management”, “Effectively managing classes, exams and social life: Striking the perfect balance”, and “Study strategies and examination tips”. These sessions are usually well attended by very appreciative students.

CEO Reasoning Series

MSBM’s “Reasoning Series with CEOs” seminar, hosted specifically for the student audience, was held on March 28, 2019. Mr James Moss-Solomon,

MSBM Executive-In-Residence, conducted a live face-to-face interview of Mrs Yaneek Page, Founder and Managing Director of Future Services International Limited (FSIL) and Co-producer of the popular TV Show “The Innovators”, followed by a Question-and-Answer segment where the special guest also answered questions from the audience. The event drew an audience of over 70 students. The programme also featured Remarks from MSBM Executive Director, Dr David McBean, with the Vote of Thanks from Mr Shevon Williams, President of the UWI Guild of Students. The MSBM Reasoning Series with CEOs is conducted in an informal “town-hall” type session where students are given the opportunity to directly interface with the interviewee (typically a successful business leader) and gain valuable insights into their life’s journey and tips on how they can be successful in what is becoming an increasingly competitive work environment.



Special guest Mrs Yaneek Page, addresses the audience in the Q&A session, at MSBM’s “Reasoning Series with CEOs” seminar, held on March 28, 2019. The interviewer for the session, Mr James Moss-Solomon, MSBM Executive-In-Residence, is seated next to her.



STUDENT DEVELOPMENT ACTIVITIES





STUDENT DEVELOPMENT ACTIVITIES

NCB Student Investment Challenge

NCB Group Ltd, through its subsidiary NCB Capital Markets Ltd. (NCBCM), partnered with the School to sponsor a student Investment Challenge. The challenge was open to both undergraduate and graduate students of MSBM, the Department of Economics and the Department of Mathematics (UWI Mona campus) and included the preparation of investment reports on a publicly traded firm from the Jamaica Stock Exchange (JSE). Six teams (four undergraduate and two graduate teams) competed with the winners - Tatiana Howard and Chivanna Taylor - walking away with the title of Undergraduate Winners and receiving bursaries from NCB, an internship opportunity from NCBCM and \$1,000,000. The Graduate Winner, Oldane Graham, also won an internship opportunity from NCBCM and \$1,000,000.

Tourism Students enter CTO Students' Colloquium

Three MSBM Tourism Management students - Chad Morgan, Tiffany Thompson and Shanice Morrison - entered and placed 2nd in the final round of the Caribbean Students Colloquium, hosted by the Caribbean Tourism Organisation (CTO). This significant regional competition has not had an entrant from UWI Mona for five years, so to advance to the final round was quite an achievement. The students presented at Caribbean Week in Manhattan, New York from June 1 – 6, 2019, vying against Tobago Hospitality and Tourism Institute; University College of the Cayman Islands; and Monroe College, NY.

The team stood out and was the only one asked to give an interview for Caribbean Passport TV Show. One member of the team was asked to host a segment on the TV Show - CARIFESTA Culture show- in Trinidad later in the year. Another student was given an internship opportunity. They all benefitted from networking opportunities and made friends across the region. The proud team coach was Ms Johnnel Smith, MSBM Adjunct Lecturer.

Vincent HoSang UWIVC 2018 Winners' Tour

Representatives from the UWIVC 2018 winning team JA Bio Plastics and 2nd place winners - Pree Labs Ltd. flew to New York from August 13 – 17, 2019, for the Winners' Tour, part of their prize for placing in the Vincent HoSang UWIVC 2018. The representatives, Samantha Williams, Yekini Wallen-Bryan and Kriston Kong, were accompanied by UWIVC Programme Coordinator and chaperone Ashli Rose-Davis. Amongst other events, the trip included a visit to Irie Jam Radio, a station well-known for Caribbean entertainment. The students participated in 2 live segments where they discussed their business ideas and what they had gained from the entrepreneurial programme. They were also taken to the Caribbean Food Delights Factory where they were given a tour of the manufacturing operations and had some valuable networking opportunities extended to them to meet with successful Jamaican entrepreneurs who reside in New York.

A close-up photograph of two hands shaking in a firm grip, symbolizing a business agreement or partnership. The hands are wearing light-colored dress shirts and dark suit jackets. The background is a blurred office environment with other people in business attire.

STAKEHOLDER RELATIONS



STAKEHOLDER RELATIONS

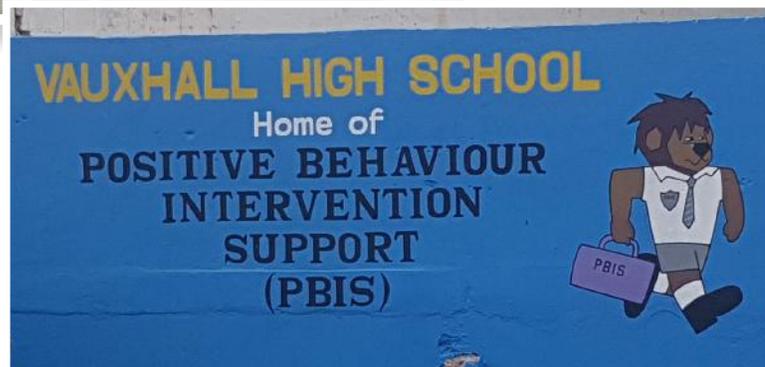
Community Outreach

Vauxhall High School was the recipient of 40 combination tablet armchairs from the MSBM on October 2, 2018, as part of MSBM's ongoing outreach programme for the development of education in communities. Mrs Marvalyn Campbell, Facilities and Support Services Manager, MSBM and past student of Vauxhall High School, was part of the team on site to handover the furniture to Principal Prudence Brown-Pinnock and Chairman of the Board, Mr. Christopher Honeywell. Both were very appreciative of the contribution and expressed their gratitude to the School.



(From left to right) The MSBM Team, Ms Janice Henlin, Marketing Director and Mrs Marvalyn Campbell, Facilities Manager, address the students, grateful recipients of the donated desks.

(From left to right) Mr. Christopher Honeywell, Chairman of the Vauxhall High School Board; Ms Janice Henlin, MSBM Marketing Director and Ms Prudence Brown-Pinnock, School Principal, pose with 2 students at the handover of the donated desks.





STAKEHOLDER RELATIONS



Alumni events

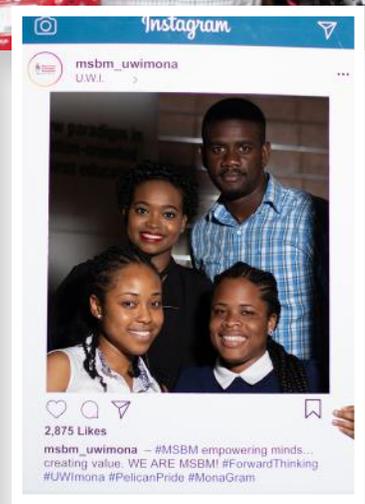
MSBM Graduate Students & Alumni Mixer was held on October 19, 2018 in the MSBM Courtyard. Dubbed “#Network #Reconnect #CreateLinkages”, the function was a success with over 60 alumni and graduate students attending. The evening featured a cake sale, fun and giveaways, free refreshments, and opportunities for networking. Sponsors of the event were: Worthy Park Estates who sponsored the bar for the

night under the Rum Bar Rum brand; Carimed who set up and manned a water station under the brand Crystal Spring; Esirom who offered a discounted rate for photography and managing the Instagram page for the night’s events; and Half Moon Jamaica who gave a dinner for two prize. Part proceeds of the cake sale went towards the MSBM Alumni Association Bursary for needy students.





STAKEHOLDER RELATIONS





STAKEHOLDER RELATIONS

MSBM Celebrates International Men's Day

On International Men's Day, November 19, 2018, MSBM took the opportunity to recognize male staff with a brunch held in their honour, in the upstairs canteen of MSBM North. It was attended by 15 MSBM men, who were all appropriately dressed in

blue. The men left feeling highly valued and much appreciated. International Men's Day is celebrated every year on November 19, and aims to highlight positive male role models, and applaud their achievements and contributions, in particular to community, family, marriage, and childcare.





STAKEHOLDER RELATIONS

Visiting University

A group of 13 students (mainly MBA students) from Clayton State University accompanied by Professor Alphonso Ogbuehi were hosted by MSBM. This was the Study Abroad component of their programme that is offered to their MBA students (compulsory for those doing the International Business concentration). Lectures, site visits and

cultural experiences were planned for them both in Kingston and Montego Bay, and they visited both the Mona and WJC campus as part of this initiative. Further dialogue will be had with Clayton State University to see how this partnership can be further extended.





STAKEHOLDER RELATIONS

Workshops on Networking

MSBM Alumni Association held another Professional Development Seminar on January 10, 2019. The session was held at the Multifunctional Room of the UWI Main Library. Twenty of the confirmed 25 persons were in attendance. The session was an interactive one, designed to help participants learn

the techniques to “networking with a purpose”, and was conducted by specially invited facilitator MSBM alumna - Mayple Dorrington, Director, Communications & Change Management at Scotiabank, Toronto, Canada.





QUALITY ASSURANCE



QUALITY ASSURANCE

MSBM Places in Eduniversal Ranking Yet Again!

MSBM once again, had a number of its Graduate Programmes included in the Eduniversal Best Masters & MBA Ranking 2019:

- Master of Business Administration Part Time – Ranked No 42 in MBA Part Time Worldwide
- Master of Business Administration Full Time – 14th in MBA Full Time, Latin America
- Master of Science in Accounting – 10th in Accounting, Latin America
- Computer Based Management Information System (CBMIS) – 15th in Information Systems Management, Latin America
- Enterprise Risk Management – 43rd in Insurance, Risk & Actuarial Sciences, Worldwide
- Master in Business Management (MBM) – 16th in General Management, Latin America
- MSc Marketing and Data Analytics – 5th in Data Analytics, Latin America
- MSc in Procurement Management – 27th in Purchasing, Worldwide

The rankings acknowledge the quality and success of the programmes based on programme reputation; salary of first employment after graduation and student feedback. Eduniversal is an organization that does an annual ranking of business schools and universities in over 150 countries and publishes a ranking of the 4,000 Best Masters and MBA programmes in 30 fields of studies worldwide.

External Examiners' Meetings

Annual Board of Examiners' meetings were held for all MSBM's graduate programmes during the year under review. The primary purpose of meetings is to formally assess students' performance, decide on the progression of each student and in addition, declare those eligible for graduation. External examiners commended the management and faculty for their continued commitment to providing

high level training, and their continuous review of the programmes to keep abreast of the changing landscape for graduate management education. They also commented on the direction that the programmes were heading globally, and suggested that the School may soon have to follow suit of other business schools and consider alternative delivery (e.g. online) of some programmes.

UWQAU Review

The UWI Quality Assurance Unit (UWQAU) conducted a Quality Assurance Review of all MSBM's Graduate programmes, from March 11 - 15, 2019. During their five-day review, the accreditors held several meetings with various stakeholders - the School's Board of Directors; MSBM Management Committee; employers of graduates; external collaborators; alumni; students; full and part-time faculty; administrative and support staff. The review team concluded that the "MSBM is equipped with the basic requirements, including governance and administrative systems, relevant faculty and an appropriate commitment to excellence in business education, which demonstrates fitness for purpose". The team also found the MSc in National Security and Strategic Programme to be of importance "to the welfare of Jamaica and the surrounding region". The assessors have however, highlighted some areas which require some attention from the School's leadership. Some of the most salient ones are that (a) a strategic review of the graduate programmes and course offerings be done; (b) Improving the integration and use of ICT; (c) the critical need to invest more in faculty development, through the crafting of mechanisms to incentivise faculty to learn pedagogical skills which will enhance student learning; and (d) a thorough review of the objectives for the MSc in National Security & Strategic Studies (NSSS) programme is to be conducted.



STUDENT ACHIEVEMENTS



STUDENT ACHIEVEMENTS

In the period under review, MSBM students continued to excel in all areas of academia and in national and international competitions. Some of their achievements appear below.

FSS Graduate Awards 2018

The UWI Faculty of Social Sciences (FSS) Annual Graduate Awards Ceremony to recognize outstanding academic performance for 2017-2018, was held on November 22, 2018 at Mona Visitors Lodge. One hundred and twenty-five MSBM Graduate students received distinctions, 37 of whom were awarded with Best-In-Programme and Best Concentration Awards. In addition to a Distinction

in the programme, Mr Laron Harris, a graduate of the MSc in Computer Based MIS (CBMIS) programme, also received the Best Final Project in the MSc CBMIS, Best Academic Performance in the MSc CBMIS, and Best Overall Academic Performance at MSBM. Corporate entities who sponsored special awards were GraceKennedy, First Global Bank, Jamaica Employers Federation (JEF), CIBC FirstCaribbean International Bank, OGM Integrated Communications Limited, IBM Caribbean and Sagicor Life.



Mr Laron Harris, a graduate of the MSc in Computer Based MIS (CBMIS) programme, received the Best Final Project in the MSc CBMIS, Best Academic Performance in the MSc CBMIS, and Best Overall Academic Performance at MSBM. His award was sponsored by GraceKennedy and presented by Mrs Naomi Holness, Chief Human Resources Officer, GraceKennedy Limited.



An Outstanding Dissertation Award for the Doctorate in Business Administration (DBA) was presented to Mr Silburn Clarke (left) by Dr David McBean, MSBM Executive Director.



STUDENT ACHIEVEMENTS

The MSBM also recognized other outstanding graduate student performance in the various MSBM Graduate programmes (See Tables 5 and 6):

Table 5: Awardees for MSBM Postgraduate Programmes

Programme	Award	Recipients
Doctor of Business Administration (DBA)	Outstanding Dissertation Award – Doctorate in Business Administration	Silburn Clarke
MSc Accounting	Best Academic Performance (Accounting Part-time Mona)	Andrea Richards-Vendryes
MSc Accounting	Best Academic Performance (Accounting Full-time)	Kristina Brooks
MSc Accounting	Best Academic Performance (Accounting Part-time WJC)	Lloye Guwalani
MSc Corporate Finance	Best Academic Performance	Robert Brown
MSc Marketing & Data Analytics	Best Academic Performance	Audia Cadogan
MSc Logistics & Supply Chain Management	Best Academic Performance	Carleen Rhone
MSc Enterprise Risk Management	Best Academic Performance	Shaneka McBean
MSc CBMIS	Best Academic Performance (CBMIS)	Laron Harris
MSc National Security & Strategic Studies	Best Academic Performance	Mark Peterson
MSc Taxation	Best Academic Performance	Tamara Sinclair

Table 6: Awardees for EMBA/MBA/MBM/Diploma

Programme	Award	Recipients
Master in Business Management (MBM)	Best Academic Performance	Aura Charles
MBA General Management concentration	Best Academic Performance	Kamala Suckra Morrison
MBA General Management concentration	Best Academic Performance MBA Accelerated Programme	Shauntelle Shand
MBA Human Resource Management concentration	Best Academic Performance	Grace Dillon
MBA Banking and Finance concentration	Best Academic Performance (Mona)	Karla Gaye Hibbert
MBA Banking and Finance concentration	Best Academic Performance (Part-time WJC)	Sherrie Ellis-Wallace
MBA International Business concentration	Best Academic Performance	Patrice Maranda
MBA Management Information Systems concentration	Best Academic Performance	Tamara Matthews
MBA Marketing Concentration	Best Academic Performance	Kaydean Dawkins



STUDENT ACHIEVEMENTS

MSBM Tourism Society Students

The third-year Tourism Management MSBM students, Vicky-Ann Reynolds and Deja Howell, who competed in the Jamaica Tourist Board (JTB) and Global Travel and Tourism Partnership (GTTP) Case Study Research Competition and were selected to represent Jamaica, travelled to the 2018 GTTP Research Competition & Awards held under the theme "Tourism and Innovation" in Nice, France from November 30 - December 5, 2018. The team was accompanied by their Team Coach and Research Supervisor, Mrs Eritha Huntley-Lewis, MSBM Lecturer. This is the fourth time that UWI Tourism Society members have entered this competition under the supervision of Mrs Huntley-

Lewis and we are proud to state that they have won on all four occasions. The student conference was designed as a forum at which students could share their research, engage in discussions and be ambassadors for the eight countries represented: China, Ireland, Hong Kong, Hungary, Brazil, Russia, South Africa, India and Jamaica. There was high interest in Jamaica as a tourist destination, as well as discussions on potential synergies between the farm-to-table businesses such as Stush-in-the-Bush St Ann (the UWI Mona student's case study) and hotels such as the Marriott, since tourists are now more interested in experiences within destinations. The UWI students represented themselves and the University very well.



The GTTP is a multi-country educational programme to introduce students to career opportunities in Travel & Tourism. To date, more than a million and a half students in twelve countries have participated in the GTTP. School systems provide teachers and classrooms; local and international companies provide financial and in-kind support. Some 1,300+ local businesses share their expertise with teachers and students. Leading international companies that support the GTTP's global activities include: Amadeus, American Express, Carlson Wagonlit Travel, Dnata, Hertz, HRG, KDS, Marriott International and Travelport (www.gtpp.org). The newest partner for the GTTP is the World Travel and Tourism Council (WTTC).

FSS Annual Undergraduate Awards Ceremony

FSS Undergraduate Awards Ceremony were held on January 17, 2019. The Awards Ceremony is held to recognize outstanding academic achievement. Fourteen of MSBM's undergraduate students who performed at the top of their class for the academic year 2017/2018 were nominated by the Department for Faculty prizes (see Table 4). The prize for the Best Overall Performance in the MSBM Undergraduate Programme, Best Overall Performance in Accounting and the special award The Ernst & Young Auditing Prize was awarded to Danique Cargill, who pursued a double major in Accounting and Economics. Special programme prizes were sponsored by Ernst & Young in the Cooperative in Accounting, Auditing, and Taxation programmes.



STUDENT ACHIEVEMENTS

Table 7: Awardees for MSBM BSc Programmes

Award	Recipient
Best Overall Performance in the MSBM Undergraduate Programmes	Danique Cargill
Best Overall Performance in Accounting	Danique Cargill
Best Overall Performance in Entrepreneurship	Jordan Ferguson
Best Overall Performance in Management Studies General	Claudine Reid
Best Overall Performance in Human Resource Management (HRM)	Zulekha Martin
Best Overall Performance in Banking & Finance	Chelsea Martinez
Best Overall Performance in Finance	Veonka Jones
Best Overall Performance in Marketing	Mickelle Hall
Best Overall Performance in Operations Management	Dwayne Ford
Best Overall Performance in Tourism Management	Sha-Cha Francis
Best Overall Performance in Management Information Systems (MIS)	Adielle Chiverton
The Ernst & Young Taxation Prize	Samuel Dormeus
The Ernst & Young Auditing Prize	Danique Cargill
The Ernst & Young Co-op in Accounting Prize	Tajhae Cunningham

MSBM Students enter CFA Americas Regional Research Challenge

The student CFA (Chartered Financial Analyst) UWI team, comprising of Chivanna Taylor and Martin Kerr from MSBM, and Chris Anna Lawrence from the Department of Economics, advanced to the Chartered Financial Analysts (CFA) Americas Regional Research Challenge held at the University of Miami, Coral Gables, Florida, on February 22, 2019. The team competed with 3 other teams - University of the West Indies Cave Hill, University of the Bahamas, and University College of the Cayman Islands. The team was accompanied by Dr Twila Mae Logan, MSBM Deputy Executive Director. Although the team did their best, they did

not advance to the next round, but we commend them for being good ambassadors for the School.

Doctorate in Business Administration (DBA) Students Update

Doctorate in Business Administration (DBA) students, were successful in their Oral Examinations in the period under review as follows:

- Mr Silburn Clarke - defence entitled "Perceived quality of management and employee innovative output: The serial multiple mediation of employee autonomous motivations and employee innovative work behaviour" on October 1, 2018.
- Mr Archibald Campbell - "An empirical



STUDENT ACHIEVEMENTS

investigation of the role and impact of public debt on the financial system and its effect on business development and growth in small open economies” on October 18, 2018.

- Stanley Beckford - “The determinants of early stage mergers and acquisitions (M&A) performance: A case study of Caribbean practitioners”, on April 5, 2019.
- Mr. Noel Morgan – “Entrepreneurial inclinations, factors and barriers to business start-ups”, on June 21, 2019.
- Ms. Tamara Silvera – “Navigating uncertainty: Examining the impact of corporate governance on strategic risk taking and firm value”, on July 26, 2019.

MSBM 2018/2019 Field Project

The MBA/MSc Field Project is a compulsory and practical component of the named graduate programmes and was added to the curriculum in 2017. As a “capstone” project, it was designed to provide an opportunity for students to put into practice the principles that have been studied in the programmes. MSBM held a Breakfast Meeting at the Windward Suite of the Knutsford Court Hotel on November 20, 2018, to “kick-off” the 2nd cohort (2018/2019), to which a number of

corporate and industry organizations were invited. Welcome and Opening Remarks were made by Dr David McBean, MSBM Executive Director, and an overview of the project was given by Dr Lila Rao Graham, MSBM Deputy Executive Director. MSBM Executive-In-Residence, Mr James Moss-Solomon outlined the value to companies of being involved in the project, while Mr Vishwanauth Tolan, Assistant Global Category Manager of GraceKennedy, was asked to give his experience as one of the companies that accommodated the first cohort of students in 2017/2018. Ms Toni Reid (MBA student) presented her perspective as a student having participated in the project. MSBM has established partnerships with a number of organizations who have agreed to host our students, some of whom are: GraceKennedy, Ministry of Finance, Jamaica Manufacturers’ Association (JMA), University Hospital of the West Indies (UHWI), The UWI’s Faculty of Medical Sciences and City of Kingston (COK) Credit Union.



ENTREPRENEURIAL PROGRAMMES

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ENTREPRENEURIAL PROGRAMMES

UWIVC Vincent HoSang Entrepreneurship Programme

The official launch of the 2018/19 UWI Vincent HoSang Venture Competition took place on September 12, 2018. A total of 38 teams (88 students from a wide cross-section of the UWI student populace) represented in the competition from the faculties of: Science & Technology; Social

Sciences; Humanities; Law; and Engineering. All participated in a series of Boot Camps organized to assist them in their preparation for the final competition. Each team had a maximum of 5 persons and business venture ideas had to be original works or independent ventures in the start-up phase.





ENTREPRENEURIAL PROGRAMMES

Where possible, mentors from industry with expertise in the specific areas of the entrepreneurial ideas on show, were assigned to each of the teams to guide them in terms of research for their business ventures, general mentorship and motivation.

A series of Boot camps to aid the teams in their preparations for the competition were scheduled: Business Plan/Business Model Preparation on October 17, 2018, facilitated by Douglas Lindo (MSBM Adjunct Lecturer and Advisor to the UWIVC) and Ashli Rose-Davis, UWIVC Programme Coordinator; Capital Structure and Venture Financing on October 18, 2018, by Vennechia Christian Barnes, Managing Director, Caribbean Money Lending (CML) Company Limited and MSBM Adjunct Lecturer; Marketing on October 24, 2018 by Mark Chisholm, Executive Vice President, Sales - Individual Life Division, Sagicor; Corporate Social Responsibility – shared facilitation between Kim Mair, CEO, and Patricia Sutherland, Chairman, both of the JMMB Joan Duncan Foundation; as well as Presentation Skills - October 31, 2018, delivered by Paula-Ann Porter, MSBM Adjunct and well-known broadcaster.

Semi-finals (Eliminations) were held on November 29, 2018 at Regus Jamaica with 23 teams vying for a chance to be in the Finals. The Finals and Awards Ceremony that followed on January 25, 2019 in the Eon Nigel Harris Council Room of the UWI Regional Headquarters, featured Business Plan presentations by the fourteen finalists. The winners were as follows: 1st place, winning a grand prize of \$300,000 - Ja Bio Plastics, a company which seeks to offer a natural, alternative form of plastic that is compostable, degradable in the environment including water bodies, can be consumed by animals and will not contribute to plastic pollution; 2nd place winners of \$200,000 - Pree Labs whose invention 'Watch Dawg', is a rural security system designed to combat praedial larceny by electronically securing farm lands; and 3rd place winners of \$125,000 - Carib Voxx, a media company based in Kingston, the key elements of which are to curate the Caribbean

culture and create a structure in the digital space for content from the Caribbean).

Other sectional prizes awarded were the JMMB Joan Duncan Foundation Corporate Social Responsibility Award given to JA Bio Plastics, and the Jamaica Stock Exchange Award for Most Commercially Ready Entrant, won by Pree Labs. The Elevator Pitch winner was Not Jus A' Salad, a health and environmentally conscious food business.



The JMMB Award for Corporate Social Responsibility being presented to Team JA Bio Plastics.



Team Pree Labs here being presented with their award for second place.



ENTREPRENEURIAL PROGRAMMES

As part of the process to develop the programme's sustainability, the Vincent HoSang Entrepreneurship Programme Summer Accelerator Programme was introduced for select groups from the Vincent HoSang Competition. The Summer Accelerator is a 12-week intensive experience that builds entrepreneurial skills and accelerates the development of ventures from students – a maximum of 5 teams - who have developed business ideas. In this pilot, 3 teams participated from July 1- September 20, 2019. The objective was to help students scale and grow exponentially. During the acceleration period, the entrepreneurs went through a series of training sessions to support both their company's growth and their own as a business leader. They received free 24/7 workspace, dedicated advisors, expert speakers/mentors, attended financing boot camps and leadership and team building workshops.

National Business Model Competition

Five teams from the UWIVC Vincent HoSang Venture Competition (UWIVC) went on to represent The UWI at the National Business Model Competition (NBMC) – Ja Bio Plastics, Pree Labs,

Carib Voxx, Align and ReRoute - at the final round of the competition on March 22, 2019. MSBM led the coordination of UWI's participation in the competition, providing the teams with mentorship, training and support. They competed against 13 other teams across four universities - UWI, Northern Caribbean University, University of Technology Jamaica and Edna Manley College of the Visual and Performing Arts. The UWI placed 1st and 3rd in the competition, with two of the five student-entrepreneur teams securing a combined cash prize of J\$2.5 million. The 1st place prize went to Team JA Bio Plastics, who went on to represent Jamaica at the International Business Model Competition (IBMC), held in Utah, USA on May 9-10, 2019, where a number of teams from global universities and business schools competed for the grand cash prize of US\$40,000 and the prestigious IBMC trophy. The 3rd place spot was taken by Team Pree Labs. This is the 2nd consecutive year that UWI has won the Competition.





ENTREPRENEURIAL PROGRAMMES



The IBMC, founded by Brigham Young University in 2010, is the first and largest lean start-up competition in the world. This unique student competition requires active identification and validation of crucial business model hypotheses rather than the writing of a static business plan, talking to customers outside the building rather than gathering secondary data inside the building, applying customer development rather than relying on product development, and “pivoting” or changing course rather than executing on the plan. The IBMC’s primary aim is to educate and inspire smarter and more successful entrepreneurs. The IBMC is open to all students enrolled at an accredited institution of higher education anywhere in the world. Each year, thousands of student teams from hundreds of schools globally, participate.



SPECIAL EVENTS



SPECIAL EVENTS

World Economic Forum – Global Competitiveness Index

On October 3, 2018, MSBM engaged with the World Economic Forum (WEF) by way of a global video conference call involving several countries, to hear and discuss the methodology and general findings in the Global Competitiveness Report 2018-2019. Representatives from the Bank of Jamaica (BOJ) and the Planning Institute of Jamaica (PIOJ) also attended. The official launch of this Report was October 17, 2018.

MOU with HRMAJ

MSBM signed a Memorandum of Understanding (MOU) with the Human Resource Management Association of Jamaica (HRMAJ) on February 28, 2019. The MOU will see collaboration on certification of professional development courses, which are aligned to internationally recognised standards. Collaboration will also relate to research in human resource management.



MSBM/UWIQAU Public Lectures

MSBM, in collaboration with the UWIQAU, held two Public Lectures as part of the School's Quality Assurance review process. The first lecture held on March 14, 2019, featured Professor Karen Loch of the Robinson College of Business, Georgia State University. The title of her presentation was "Strategy Transformation enabled by Information Technology".



The second lecture was held on March 15, 2019 in the MSBM North Executive Lecture Theatre. The speaker was Ambassador Curtis Ward, who spoke on the "Challenges to Jamaican and Caribbean Security". Both events were well attended and attracted a cross-section of faculty, students and members of the public.



SPECIAL EVENTS



Victoria Mutual Wealth Management Post Budget Forum

Victoria Mutual Wealth Management (VMWM) in association with MSBM, hosted a Post Budget Forum on March 19, 2019 at the Spanish Court Hotel in Kingston. The forum was a strategic review and analysis of Jamaica's annual budget and showcased the following speakers: Dr William Lawrence, Director, Professional Services Unit, MSBM; Allison Peart, Country Managing Partner & Tax Partner, Ernst & Young, Jamaica; and Rezworth Burchenson, Chief Executive Officer, Victoria Mutual Wealth Management. The evening's event was moderated by Ambassador Ralph Thomas, Director of Strategy, MSBM.





**PROFESSIONAL
SERVICES UNIT (PSU)**



PROFESSIONAL SERVICES UNIT (PSU)

Short Courses and Consultancy Projects

Fifteen Project Management courses were held in addition to three Supervisory Management courses, two Enterprise Risk Management courses, and one course each in Business Communication and Managing Conflict.

The Unit conducted customized leadership development programmes for the VM Group, the Jamaica Public Service Company (JPSCo), and the JMMB Group. Customized courses in Enterprise Risk Management were held for University Council of Jamaica and the Ministry of Health. Business Communication courses were done for JAMALCO and National Housing Trust (NHT). Project Management courses were conducted for University Hospital of the West Indies (UHWI), GraceKennedy, Ministry of National Security, Institute of Chartered Accountants of Jamaica (ICAJ), and Tax Administration Jamaica. The Unit also customized other courses for Housing Agency of Jamaica, UHWI, GraceKennedy, and Sagicor.

In the area of management consulting, the PSU developed a programme for strategic restructuring of the Financial Services Commission (FSC) and conducted a feasibility study for relocation of a GraceKennedy factory. The Unit facilitated strategic planning retreats for FSC, Sagicor Bank Jamaica, and the Planning Institute of Jamaica (PIOJ).

Financial Performance

The PSU enjoyed another record year of financial performance. Total income increased by 53% over last year with surplus in excess of 35%. There was volume growth in all three segments: scheduled courses, customized training, and management consulting. Accounts receivable accounted for 14% of total revenues. Most pertain to customized courses and consulting services delivered to reputable companies during the last quarter of the year.





PROFESSIONAL SERVICES UNIT (PSU)

MONA SCHOOL OF BUSINESS AND MANAGEMENT			
INCOME & EXPENDITURE			
PSU			
Year to Date June 30, 2019			
	Y-T-D Actual	Y-T-D Budget	Y-T-D Variance
	Jun-19	Jun-19	Jun-19
INCOME			
Grants & Special Projects	-	-	-
Professional Services	104,788,748	84,300,000	20,488,748
Other Conferences & Seminars	-	-	-
Other Income	103,160	-	103,160
Total Income	105,297,572	84,300,000	20,997,572
EXPENSES			
Salaries	25,245,893	31,573,776	6,327,882
Benefits	2,984,194	3,930,757	946,563
Statutory contributions	844,871	921,055	76,184
Lecture Fees - Short courses and customized training	10,891,618	9,300,000	(1,591,618)
Lecturer fees - Conferences	298,259	-	(298,259)
Consultants and researchers' fees	2,387,244	3,000,000	612,756
Support staff	87,695	850,000	762,305
Travel and subsistence	139,700	150,000	10,300
Training and development	73,007	1,850,000	1,776,993
Text books	3,065,228	3,070,000	4,772
Teaching and research materials	159,883	1,430,000	1,270,117
Rental of seminar rooms and equipment	1,026,154	1,790,000	763,846
Printing/Photocopy - Services	-	-	50,000
Advertising and public relations	740,220	3,850,000	3,109,780
Refreshments and Entertainment	6,527,713	5,720,000	(807,713)
Stationery/Supplies/Postage	124,815	55,000	(69,815)
Utilities	56,623	-	(56,623)
Publication/Subscription/Hosting Services	373,520	-	(373,520)
Professional fees	726,299	-	(726,299)
Bank charges	13,518	-	(13,518)
Miscellaneous	-	-	-
Student Miscellaneous Fees	-	-	-
Bad Debt	-	-	-
Discount/Rebate/Scholarship	899,525	-	(899,525)
Total Expenses	56,699,648	67,490,587	10,840,939
Contribution to Overheads	48,597,924	16,809,413	31,788,511
Allocation of Admin Overheads	-	-	-
Surplus/(Deficit) before FX gain	48,597,924	16,809,413	31,788,511
Appreciation/(depreciation) of fair value	-	-	-
Foreign exchange gain	-	-	-
Surplus/(deficit)	48,597,924	16,809,413	31,788,511



**CENTRE OF
EXCELLENCE (CoE)**



CENTRE OF EXCELLENCE (CoE)

Primary funded research activities within the Unit for 2018/19 continued in the area of digital literacy and data skills capacity building. The pilot project “Ayitic Goes Global: Empowering Women through Digital Markets”, executed by a regional partnership involving - LACNIC, the Caribbean Open Institute (COI) and l’Ecole Supérieure d’Infotronique D’Haïti (ESIH), completed the training of 300 young women, ages 18-29 in digital and data skills over three cohorts.

The success of the project and the significant research and learning insights, became a catalyst for a larger “Caribbean School of Data (CSOD)” strategic initiative conceptualized to build a scalable and sustainable “data literacy” program and data culture across the Caribbean. This programme has attracted grant funding (~US\$500,000) and active support from the Google philanthropic foundation (Google.org) that will enable the deployment of the CSOD programme over a two-year period, to train at least 1,500 marginalized youth in seven (7) countries across the Caribbean, in Digital/Data Literacy, and basic to advanced Data Management skills, geared towards creating a range of employment opportunities.

The Unit was also successful in securing grant funding (~US\$ 270,000) from the International Research Development Centre (IDRC) of Canada for a new phase (OD4D-II) of the Caribbean Open Data programme. This programme will explore the theme of “Scaling Open Data Innovations” including: Big Data for Development; A National SDG Reporting Platform in collaboration with STATIN; A Participatory Budgeting Pilot; and Smart Community Tourism pilot initiative.

The 2019 edition of the “Developing the Caribbean Conference (DevCA)” was staged in six countries across the Caribbean including: Jamaica, Dominican Republic, Cuba, Haiti, Saint Lucia and Belize, under the theme “Smart Communities, Smarter People”. The theme re-interprets the global focus on Smart Cities within the Caribbean reality; where the experience for many Caribbean people is the community, rather than big urban cities. A “Smart Community” pilot initiative was

mobilized in the Treasure Beach community in St. Elizabeth and involves three core components: Community Mapping, Data-Driven Community Apps, and Digital Literacy.

Dr. Indianna Minto-Coy, CoE Senior Research Fellow, continued productive research activities and publications in Diaspora Affairs, and was also successful in negotiating (in collaboration with Dr K’nife), a research grant award (J\$27.2 million) from the LPD/FHI 360 (USAID) aimed at strengthening the legal and policy environment in support of social enterprise and civil society development in Jamaica.

Other significant activities for the Unit during the year include:

- Delivery of a customized five-day MSBM Workshop on Data Visualization for the University Hospital of the West Indies, October 23 – 29, 2018.
- Participated in Belize Open Week, a four-day series of events to promote multi-stakeholder collaboration under Open Government principles, in partnership with Trust for the Americas and the Department for Effective Public Management of the Organization of American States, October 30 – November 2, 2018. As a follow-up activity, participated in Belize Chamber of Commerce Open Data for Business Roundtable on “Harnessing the Value of Open Data by the Private Sector”, April 26, 2019, Belize City.
- CoE collaborated with the PSU and the UWI Department of Computing to design and deliver the 2nd cohort of the NCB-UWI Agile Lab Pilot Project sponsored by National Commercial Bank, through which 15 final year Computer Science students were exposed to a customized 15-week Internship program (February - July 2019) to fill key roles as software developers, customer experience and design experts, and data scientists at NCB.



CONFERENCES / SYMPOSIA / SPECIAL LECTURES



CONFERENCES / SYMPOSIA / SPECIAL LECTURES

The MSBM showed its commitment to continue its public advocacy on national matters, by hosting a number of important fora this past academic year. Some are noted below.

MSBM 10th Annual Roundtable Forum

The 10th Annual MSBM Roundtable CEO Breakfast Forum was held at Talk of the Town, Pegasus Hotel on June 26, 2019. The forum, which was by invitation only, provides an avenue for senior Caribbean public and private sector leaders to meet to discuss and find solutions for their most pressing problems through the engagement of international experts and academia in meaningful dialogue. The theme was “Agile Leadership for Digital Transformation”, with the aim being to identify strategies for seizing opportunities

arising from the Fourth Industrial Revolution. The Chairman for the event was Professor Dale Webber, Pro-Vice Chancellor and Principal for The UWI, while the programme featured an international speaker, Mr Murat Bicak, Senior VP - Strategy, Project Management Institute; Remarks from The Hon Fayval Williams, Minister of Science, Energy & Technology; and Dr Peter Phillips, Leader of the Opposition. Research authored by Drs William Lawrence and Maurice McNaughton of MSBM, was also presented. There were approximately 150 persons in attendance. The event partners and sponsors were the Jamaica Stock Exchange, Broadcasting Commission of Jamaica, PMI Jamaica Chapter, Private Sector Organization of Jamaica, Sagicor Group and Jamaica Institute of Financial Services.





CONFERENCES / SYMPOSIA / SPECIAL LECTURES





CONFERENCES / SYMPOSIA / SPECIAL LECTURES

Business & Management Conference

The 4th annual MSBM Business & Management Conference was held at the Jamaica Pegasus Hotel, from July 10-12, 2019 under the theme, "Delivering on the promise of entrepreneurship: Critical perspectives on research, practice and thinking in the fourth economy" and included a special focus on Social Entrepreneurship. The theme was timely, with Jamaica and the Caribbean being at a watershed, particularly in terms of the level of attention and activity towards developing and supporting entrepreneurship. The conference therefore, provided an opportunity to take stock of past and ongoing efforts, showcase the role of the MSBM/UWI and more generally, the role of academia, and impact research, thinking and practice.

The conference programme consisted of 21 panel and networking sessions highlighted by the opening ceremony. Dr the Hon. Nigel Clarke, Minister of Finance and the Public Service was the Guest Speaker at the event. The sessions featured 11 international participants, 14 MSBM staff and adjuncts (as presenters and session chairs), other

members from the local academic community, as well as the private, public, community and voluntary sectors. A highlight of the conference programme was the private International Centre for Not-for-Profit Law (ICNL) special session on "Jamaica's legal environment for social enterprise: Current challenges, international lessons, and a path forward". This session was attended by 75 persons. Participants included the main players in the entrepreneurial space, including funders, investors, entrepreneurs, students, academics and researchers.

The conference closed with an opportunity to experience the range of entrepreneurship, as practiced in Jamaica through a visit of Trench Town - the birthplace of Reggae music. The tour was facilitated by the social enterprise Jammin Tours and offered participants an opportunity to experience Jamaican history and culture, while networking outside the context of the conference room. Eighteen conference delegates and staff attended the tour. A number of papers out of the conference will be compiled and published in a Special Journal Issue and an edited book.





CONFERENCES / SYMPOSIA / SPECIAL LECTURES





CONFERENCES / SYMPOSIA / SPECIAL LECTURES

DevCa 2019

DevCA2019 - Developing the Caribbean Open Data Conference and Hackathon (an MSBM CoE-hosted event) - was staged at the UWI Regional HQ, from May 16 - 17, 2019, under the theme "Smart Communities, Smarter People" with equivalent events hosted in five other countries across the region (Belize, Cuba, Dominican Republic, Haiti and Saint Lucia). Now in its eighth year, DevCA2019 is a regional innovation event and was the first opportunity to evaluate the Community Tourism Platform being developed, and to validate the "Smart Community" concept. It included a hackathon event where developers across the region were able to "test-drive" the

platform by creating tourism apps and prototypes. This will provide regional visibility for the tourism platform and the "Smart Community" initiative. Conference partners were SlashRoots, the Caribbean Open Institute, IDRC-CRDI, Fundación Taigüey and Universidad de las Ciencias Informáticas. Specialists in the field participated in a panel discussion, and 3 presentations. Over 100 persons attended the first day of the conference; and an additional 40 were on hand for the competition. The Hon. Fayval Williams, Member of Parliament and Minister of Science Energy and Technology, brought greetings and remarks on Day 1 at the launch.





CONFERENCES / SYMPOSIA / SPECIAL LECTURES





CONFERENCES / SYMPOSIA / SPECIAL LECTURES

PUBLIC ADVOCACY SERIES

MSBM-PSOJ Public Forum

A public forum under the theme: "Transforming Jamaica's economic Competitiveness: A review of the World Economic Forum (WEF) Global Competitiveness Report 2018/19", was hosted by the MSBM in conjunction with the Private Sector Organization of Jamaica (PSOJ) on November 7, 2018 at MSBM. The Bank of Jamaica (BOJ) and Jamaica Stock Exchange (JSE) sponsored event featured an esteemed panel of experts, Mr Hugh Johnson, Small Business Association of Jamaica's (SBAJ) President; Mrs Marlene Street Forrest, Managing Director, JSE; Mr Brian Wynter, Governor, BOJ; Mr Howard Mitchell, PSOJ President and

Dr David McBean, Executive Director, MSBM, who discussed policy and strategic direction to improve the economic competitiveness of the country. MSBM researchers Mr Kamau Chionesu and Dr William Lawrence presented a review of the history of Jamaica's competitive ranking. MSBM as a partner institution of the WEF - a non-profit organization based in Switzerland that compiles the annual Global Competitiveness Report – undertakes the administration of the economic opinion survey each year. The programme was chaired by Ambassador Ralph Thomas, MSBM Strategy Director, and moderated by Prof. Lou Anne Barclay, DBA Programme Director.





CONFERENCES / SYMPOSIA / SPECIAL LECTURES

Public Forum: “Electricity Theft”

On December 5, 2018, MSBM held a joint public forum entitled: “The impact of electricity theft on Jamaica’s economy”, in collaboration with the Jamaica Public Service (JPS), in the Eon Nigel Harris Council Room, UWI Regional Headquarters. The forum opened discussions into an issue that has become an unavoidable part of the Jamaican reality, and sought to build awareness of the crime and create a stage for dialogue on the way forward. Speakers at the event were: Professor Anthony

Clayton, Professor of Caribbean Sustainable Development, The UWI; Mr Omar Azan, Chairman & CEO, Boss Furniture Company Ltd; Mr Ramsay McDonald, Senior VP, Customer Services, JPS; Mr Rasheed Anderson, Director, Losses Operations & Analytics, JPS; Mr Fitzroy Vidal, Principal Director, Energy, Office of the Prime Minister; Mr Cedric Wilson, Director, Regulation, Policy, Monitoring & Enforcement, Office of Utilities Regulations; and MSBM’s Director, Centre of Excellence, Dr Maurice McNaughton.



Victoria Mutual Wealth Management Post Budget Forum

Victoria Mutual Wealth Management (VMWM) in association with MSBM, hosted a Post Budget Forum on March 19, 2019 at the Spanish Court Hotel in Kingston. The forum was a strategic review and analysis of Jamaica’s annual budget and showcased the following speakers: Dr William

Lawrence, Director, Professional Services Unit, MSBM; Allison Peart, Country Managing Partner & Tax Partner, Ernst & Young, Jamaica; and Rezworth Burchenson, Chief Executive Officer, Victoria Mutual Wealth Management. The evening’s event was moderated by Ambassador Ralph Thomas, Director of Strategy, MSBM.

RESEARCH & CONSULTANCY



COMMITTED TO
IMPROVING THE STATE
OF THE WORLD



World Economic Forum Annual Survey

MSBM is a partner institute of the World Economic Forum (WEF), in Switzerland, a non - profit organization that compiles the widely recognized annual Global Competitiveness Report. The PSU administers the yearly Economic Opinion Survey (EOS). This year the data will inform the forthcoming Global Competitiveness Report 2018-2019.

The PSU staged a public forum to review the Global Competitiveness Report 2018-2019 published by the World Economic Forum (WEF). Mr Kamau Chionesu, Lecturer and Dr William Lawrence, Director, PSU, presented a research paper at the event held on November 7, 2018. The forum also featured a panel discussion involving the Heads of the Bank of Jamaica, the Planning Institute of Jamaica, the Jamaica Stock Exchange, the Small Business Association of Jamaica, and MSBM.



FACULTY PUBLICATIONS



FACULTY PUBLICATIONS

PAPERS /ABSTRACTS PRESENTED – REFEREED CONFERENCES

- **Bewaji, T., Scott, C., & Huntley Lewis, E.** (2018). *“The relationship between tourism and agriculture: A review of the purchasing behaviour of select hotels in Jamaica”* presented at the Conference on Governance for Tomorrow: Connecting Innovation, Politics, Policy and Sustainable Development, Montego Bay, Jamaica, July 25-27, 2018.
- Chevers, D. (2018). *“The state of cybercrime in the Jamaican Financial Sector: A consumer perspective”* at the 3rd International Scientific Conference held at the University of Information Science (UCI), Havana, Cuba, September 24 - 26, 2018.
- **Chevers, D.A.** & Chevers Whyte, C. (2019). *“The determinants of successful creative projects in Jamaica: A proposed research mode”*, at the Sir Arthur Lewis Institute of Social and Economic Studies Conference held in Barbados, May 7-10, 2019.
- Chevers, D. (2019). *“The impact of cybercrime on e-banking: A proposed model”*, at International Conference on Information Resources Management (Conf-IRM) in Auckland, New Zealand, May 27-29, 2019.
- **Chevers, D.A.** & Chevers, J.E. (2019). *“Towards the assessment of information technology material weakness events on corporate governance changes in small firms in Jamaica”*, at the MSBM 4th Annual Business and Management Conference, at the Jamaica Pegasus hotel, July 10-12, 2019.
- Crick, A. (2019). *“Breaking new ground: The sharing economy entrepreneurs”*, at the MSBM 4th Annual Business & Management Conference, at the Jamaica Pegasus Hotel, July 10 – 12, 2019.
- Crick, A. (2019). *“Implications for the measurement and management of quality in the emerging AirBnB sector in Jamaica”*, at the Tourism Travel Research Association (TTRA) Conference at the Grand Hyatt Melbourne, Melbourne, Australia, June 25-27, 2019.
- **Donalds, C.**, Osei-Bryson, K. M., & Samoilenko, S. (2019). *“Exploring the impacts of intrinsic variables on security compliance efficiency using DEA and MARS”*, at the IFIP International Federation for Information Processing 2019, Dar es Salaam, Tanzania, May 1 – 3, 2019.
- Gregory, R. (2018). *“Examining some enduring human capital development beliefs and practices within CARICOM, in continued misalignment with the region’s aspirations for economic growth, productivity and global competitiveness,”* at the 6th International Conference on Higher Education in Barbados, October 2018.
- Huntley Lewis, E. (2018). *“The effect of environmental regulations on competitiveness and innovation in the tourism industry: A theoretical assessment”*, presented at the International Conference on Business Management and Social Innovation, New York, July 16-17, 2018.
- Hickling-Gordon, D. (2019). *“Financial inclusion and the Caribbean creative economy”*, at the MSBM 4th Annual Business and Management Conference, at the Jamaica Pegasus hotel, July 10-12, 2019.
- **Lawrence, W.**, Lawrence-Ross, J.P. & Allen, R.G. (2018). *“Converting management research to managerial practice in a consulting project”*. Manuscript presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL, USA, August 13, 2018.
- **Lawrence, W.** & Parker, D. (2019). *“Internationalizing a financial firm: Business model evolution in the Caribbean”*, at the West Indies Economics Conference (WECON) held at the UWI Regional Headquarters, Mona, Kingston 7, March 21 – 22, 2019.
- **Lawrence, W.** & **Logan, T.** (2019). *“Financing entrepreneurship: An investigation of Jamaica Stock Exchange Junior Market”*, at the MSBM 4th Annual Business and Management Conference, at the Jamaica Pegasus hotel, July 10-12, 2019.



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- Leachman, R., Graham, M., Harvey, D. & **Chevers, D.A.** (2019). "Assessing the emergence of SMEs in Jamaica: The factors spurning entrepreneurship in the ICT Sector", at the MSBM 4th Annual Business and Management Conference, at the Jamaica Pegasus hotel, July 10-12, 2019.
- Lyew-Ayee, P. & **Minto-Coy, I.D.** (2019). "Unlocking diaspora entrepreneurship & investment in the Caribbean: The role of diaspora mapping", at the MSBM 4th Annual Business and Management Conference, at the Jamaica Pegasus hotel, July 10-12, 2019.
- McNaughton, M. (2018). Panel presentation entitled "Building capacity for the coming era of connectivity: The next billions", at the IEEE Global Humanitarian Technology Conference held in San Jose, October 18 – 21, 2018.
- Minto-Coy, I.D. (2018). "How to govern diaspora from a homeland perspective", Panel: Diaspora Shaping International Business and Investment – a Critical Discussion, 44th European International Business Academy Conference, Poznan Poland, December 13-15, 2018.
- **Minto-Coy, I.D.**, Elo, M., & Chrysostome, E. (2018). "Diaspora involvement in the socio-economic development of the homeland: case of Caribbean islands", Atlantic Schools of Business Conference, University of Moncton, Canada, September 28-30, 2018.
- Morgan, N. (2019). "Entrepreneurial inclinations, factors and barriers to business start-ups", at the MSBM 4th Annual Business and Management Conference, at the Jamaica Pegasus hotel, July 10-12, 2019.
- Nicholson, L. (2019). "The preferred mode of financing MSMEs - Voices of those who are affected", 2019 Caribbean MSME Conference, Pegasus Hotel, Kingston, Jamaica, April 16-18, 2019.
- **Rao, L.**, **McNaughton M.**, & Mansingh, G. (2018). "An Agile integrated methodology for Strategic Business Intelligence (AimS-BI)", at the 24th Americas Conference on Information Systems (AMCIS), New Orleans, August 16-18, 2018.
- Rashford, T. (2019). "Exploring the impact of bureaucracy on digital transformation in higher education: A developing country perspective", at the MSBM 4th Annual Business and Management Conference, held at the Jamaica Pegasus Hotel, July 10-12, 2019.
- Smith, J. (2019). "Your property, big opportunity! AirBnB realizing the promise of entrepreneurship for Jamaicans", at the MSBM 4th Annual Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.
- Smith, J. (2019). "The women of AirBnB: Challenges of female hosts (entrepreneurs) of AirBnB Jamaica", at the MSBM 4th Annual Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.

Refereed Journals

- Barclay, C., **Donalds, C.** & Osei-Bryson, K-M. (2018). "Investigating Critical Success Factors in Online Environments in Higher Education Systems in the Caribbean". Information Technology for Development, 24 (3).
- **Chevers, D.A.** & **Spencer, A.** (2018). "A comparative analysis of the use and impact of ICTs in Mass Tourism Destinations: The case of Jamaica and Bahamas". Journal of Eastern Caribbean Studies, 42(2), 81-99.
- **Chevers, D.**, Cunningham, D., Frankson, R., Samuels, K. & Stevens, S. (2018). "Can millennials afford higher education?" Journal of Eastern Caribbean Studies, 41, 2, 1-32.
- **Chevers, D.A.**, Parker, D., Craig, M. & Pathak, R.D. (2018). "ADB Company: Amalgamation of warehouses". Cranfield Case Centre, Case # 618-0015-1, p. 1-14.
- Elo, M., **Minto-Coy, I.D.**, Costa e Silva, S., Zhang, X. (2019). "Diaspora networks in international marketing: How do ethnic products diffuse to foreign markets?" European Journal of International Management. DOI: 10.1504/EJIM.2019.10017015.
- **Minto-Coy, I.D.**, J.G. Lashley & D.J. Storey (2018). "Enterprise and entrepreneurship in the Caribbean region: Introduction to the special issue". Entrepreneurship and Regional Development, 30 (9-10): 921-941.



FACULTY PUBLICATIONS

- Minto-Coy, I.D. (2019). "From the periphery to the centre: start-up and growth strategies for minority diaspora entrepreneurs". *International Journal of Entrepreneurship and Small Business*, 36 (1/2): 189-215.
- Liu, Y., Namatovu, R., Karadeniz, E.E., Schott, T., & **Minto-Coy, I.D.** (2019). "Entrepreneurs' transnational networks channelling exports: Diasporas from Central & South America, Sub-Saharan Africa, Middle East & North Africa, Asia, and the European culture region". *Journal of Ethnic and Migration Studies*. DOI: 10.1080/1369183X.2018.1560002
- **Rao, L. & McNaughton, M.** (2019). "A knowledge broker for collaboration and sharing for SIDS: the case of comprehensive disaster management in the Caribbean". *Information Technology for Development*, 25:1, 26-48, DOI: 10.1080/02681102.2018.1510363.
- **Smith, T.** & Charles, C. (2018). "A decomposed CKM model for better explaining customer satisfaction in the Jamaican public sector", *International Journal of Public Sector Performance Management*, Vol. 4, No. 4, pp. 411 – 432.
- Spencer, A. & **Chevers, D.A.** (2019). "Meeting and exceeding guest expectations: The influencing role of technology in Bahamian hotels". *Journal of Tourism Challenges and Trends*, 11, 9-30.
- **Tennant, S.** & Tracey, M. (2018) "Corporate profitability and effective tax rate: the enforcement effect of large taxpayer units". *Accounting and Business Research*, DOI: 10.1080/00014788.2018.1512398

Refereed Book Chapter

- Elo, E. & **Minto-Coy, I.D.** (2019). "The concept of diaspora from the perspective of international business and economy", in M. Elo & I.D. Minto-Coy, eds. Diaspora Networks in International Business: Perspectives for Understanding and Managing Diaspora Resources and Business. Germany: Springer (49 contributors from 30 countries)
- Elo, M. & **Minto-Coy, I.D.** (2019). "Towards a multi-disciplinary framing of diaspora networks in international business", in M. Elo & I.D. Minto-Coy, eds. Diaspora Networks in International Business: Perspectives for Understanding and Managing

Diaspora Resources and Business. Germany: Springer (49 contributors from 30 countries).

- **Minto-Coy, I.D.** & M. Elo (2018). "Transnational diaspora entrepreneurship and entrepreneurial ecosystems: Opportunities for diaspora engagement in the Caribbean", Dynamics of Caribbean Diaspora Engagement: People, Policy and Practice, G.K. Danna, I.L. Griffiths & F. Yaw eds. Georgetown Guyana: University of Guyana Press, pp. 109-133.

Non-Refereed Presentations

- Ahmad, T. (2019). Poster presentation entitled "Mobile phones as a learning tool", mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- Chevers, D. (2018). Presentation on Time Management to UWI's First Year Students on September 13, 2018.
- Chevers, D. (2018). "Information systems quality and success in Canadian software development firms", MSBM Brown-Bag Seminar, October 11, 2018.
- **Chevers, D. & Spencer, A.** (2019). Poster presentation entitled "A comparative analysis of the impact of ICT on hotel guests' satisfaction: The case of Jamaica and the Bahamas", mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- Chevers, D. (2019) "What it takes to do original research" at Faculty of Social Sciences Graduate Research Students' Seminar at the FSS Graduate Lounge/D102, Alister McIntyre Complex, March 5, 2019.
- Chevers, D. (2019) "Taking advantage of your sabbatical leave" at the MSBM Brown Bag session on April 11, 2019.
- **Chionesu, K. & Lawrence, W.** (2019). Poster presentation entitled "Transforming Jamaica's economic competitiveness", mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- Chionesu, K. (2019). Chaired session entitled "SMES & start-ups", at the MSBM 4th Annual Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.



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- Crick, A. (2018). *"Fuelling the engine of academic and professional success for all: When to say No & when to say Yes"*, presentation to Holland High School Middle Management Team, Cardiff Hall, August 27, 2018.
- Crick, A. (2019). *"Communication and relationship management"* to Wolmer's Boys High School Teachers on July 11, 2019.
- Crick, A. (2019). *"Customer service skills"* at a Caribbean Cement Company Training session held on July 15 -16, 26 and 30, 2019.
- Crick, A. (2019). Chaired a session entitled *"Entrepreneurship, finance & ICTs"*, at the Mona School of Business and Management (MSBM) 4th Annual Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.
- Haughton, S. & **Smith, T.** (2019). Poster presentation entitled *"Jamaica's transnational crime problems of drug trafficking and money laundering"*, mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- Henry, P. (2019). Chaired the panel session entitled *"Going public: Funding and growing your business"*, at the MSBM 4th Annual Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.
- **Lawrence, W. & Chionesu, K.** (2018). Presented a research paper reviewing the history of Jamaica's competitive ranking at the inaugural public forum to review the Global Competitiveness Report 2018-2019 published by the World Economic Forum (WEF), held at the MSBM on November 7, 2018.
- Lawrence, W. (2019). *"Internationalizing a financial firm: Business model evolution in the Caribbean"*, at the West Indies Economics Conference (WECON) at the UWI Regional Headquarters, Kingston, March 21, 2019.
- Lawrence, W. (2019). Presented *"Do Capital Expenditures Promote Global Competitiveness Towards Vision 2030 Jamaica?"* at a seminar staged by Victoria Mutual Wealth at the Spanish Court Hotel, March 19, 2019.
- Lawrence, W. (2019). *"Using applied research to improve workplace productivity"* at the seminar on Applied Research Methods staged at Pollyanna Caterers Banqueters, 8 Stanton Terrace, Kingston, April 18, 2019.
- Lawrence, W. (2019) *"Disruptive innovation"* at Sagicor Bank Jamaica corporate clients event, held at the Jamaica Pegasus Hotel, Kingston Jamaica, April 30, 2019.
- Lawrence, W. (2019). Chaired session entitled *"Audit, legal & regulatory issues for start-up & growth"* at the MSBM 4th Annual Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.
- Logan, T. (2019). *"SME financial transformation on Jamaica Stock Exchange Junior Market"*, at the Private Sector Organization of Jamaica (PSOJ), March 18, 2019.
- McBean, D. (2019). Presented *"Changing the culture: Enforcing statutory standards for public bodies' accountability"* at Mona Law UWI Research Days 2019 Signature Event, Law Lecture Theatre 2, Faculty of Law, February 7, 2019.
- McNaughton, M. (2018). Panellist: *"Implementing agile business strategies...The public & private sectors approaches"*, 38th Annual HRMAJ Conference, Knutsford Court Hotel, November 14-16, 2018.
- McNaughton, M. (2018) Session Moderator: *"Protecting big data / Protecting rights"*, 6th National Cyber Security Conference, at the UWI's Regional Headquarters, Mona, November 27-28, 2018.
- McNaughton, M. (2018). Panellist: *"Crime and productivity - The impact of electricity theft"*, JPS-MSBM Public Forum, December 5, 2018, at the UWI's Regional Headquarters, Mona.
- **McNaughton, M. & Rao, L.** (2018). *"Agile enterprises and strategic digital leadership"* to Unicomer Jamaica (Courts) executives strategic planning retreat at the UWI's Regional Headquarters, Mona, December 13, 2018.
- McNaughton, M. (2019). *"Scaling digital capacity building in the Caribbean"*, at Universidad de las Ciencias Informáticas (UCI), Havana, Cuba, February 28, 2019.
- McNaughton, M. (2018). Presented on the panel - *"Building capacity for the coming era of connectivity: The next billions"*, at the IEEE Global Humanitarian Technology Conference, in San Jose, October 18 – 21, 2018.



FACULTY PUBLICATIONS

- McNaughton, M. (2018). Participated in Belize Open Week in Belize, a four-day space to promote multi-stakeholder collaboration under Open Government principles, in partnership with Trust for the Americas and the Department for Effective Public Management of the Organization of American States, October 30 - November 2, 2018.
- McNaughton, M. (2018) Chaired Panel at the JCS Knowledge Forum, on the topic: "Data, artificial intelligence and society – Charting the way forward for digital Jamaica" at the UWI Regional Headquarters, Mona on November 8, 2018.
- McNaughton, M. (2019). "Business agility and digital transformation: Considerations for the modern utility", at the PSU workshop for the JPS iLEAD leadership development programme, Courtleigh Hotel, on March 13, 2019.
- McNaughton, M. (2019) Chaired panel at FST Public Lecture – "AI and automation: Disruption or opportunity", March 27, 2019.
- McNaughton, M. (2019). "Harnessing the value of open data by the private sector", at Belize Chamber of Commerce Open Data for Business Roundtable, Belize City on April 26, 2019.
- McNaughton, M. (2019). "Scaling digital capacity-building in the Caribbean" at MSBM Brown Bag Research Seminar on May 9, 2019.
- McNaughton, M. (2019). Chaired panel session entitled "Unlocking entrepreneurship: AirBnB, diaspora & sustainability", at the Mona School of Business and Management (MSBM) 4th International Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.
- Minto-Coy, I.D. (2018) Panellist "State of social enterprises in Jamaica". Panel title: "Social Entrepreneurship. Existing legal forms in comparative law. Problems and challenges", 2nd International B Lawyers Conference at the Universidad Austral, in Puerto Montt, Chile, November 13-14, 2018.
- Minto-Coy, I.D. (2018) Session Moderator: "Digital inclusion in education: Developing skills for an inclusive society", International Telecommunications Union Accessible Americas V Conference: Information and Communication Technologies for ALL", Montego Bay, November 28-30, 2018.
- Minto-Coy, I.D. (2018) Session moderator: "Technology & science - The promise of an easier life", Caribbean Academy of Sciences, Mona Visitor's Lodge, Kingston, Jamaica November 28, 2018.
- Minto-Coy, I.D. (2019). Panellist "How to govern diaspora from a homeland perspective", Diaspora Shaping International Business and Investment – a Critical Discussion, 44th European International Business Academy Conference, Poznan Poland. December 13-15, 2018.
- Minto-Coy, I.D. (2018). Panellist RJR/Gleaner Forum – The Exchange. Topic: "Digital Entrepreneurship", aired live on Jamaica News Network (JNN) and replayed on TVJ. (December 18, 2018).
- Minto-Coy, I.D. (2019). Poster presentation entitled "From the periphery to the centre: Start-up and growth strategies for minority diaspora entrepreneurs", mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- Minto-Coy, I.D. (2019). Poster presentation "The role of the diaspora in the growth and internationalisation of Caribbean enterprises", mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- Minto-Coy, I. (2019). Chaired the Opening Plenary entitled "Entrepreneurship, innovation and growth: Unlocking the potential in the Jamaica economy", at the MSBM 4th Annual Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.
- Minto-Coy, I. (2019). Chaired the Closing Plenary entitled "Squeezing the orange economy", at the MSBM 4th Annual Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.
- Mitchell, A., Small, J., **McKenzie-Russell, S. & Chevers, D.A.** (2019). Poster presentation entitled "The state of cybercrime in the Jamaican financial sector: A consumer perspective", mounted at The UWI Research Days 2019, February 8 – 9, 2019.



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- Nicholson, L. (2019). Panellist: *"Youth in entrepreneurship"*, at European Union Forum for Solutions for Youth Unemployment, Internship, and Volunteerism (Poverty Reduction Project) held at the Mona Visitor's Lodge, January 10, 2019. Excerpts from his presentation were featured in an article in the Sunday Gleaner of January 13, 2019.
- Rao, L. (2018). Presented *"Digital transformation readiness"*, at the NCB Digital Symposium 2018 themed *"Jumpstarting your Digital Transformation"* held at the Spanish Court, Kingston, November 1, 2018.
- **Rao, L. & McNaughton, M.** (2019). Poster presentation entitled *"The Caribbean disaster management knowledge broker: How do we know what we know about CDM in the Caribbean"*, mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- Rao-Graham, L. (2019). Chaired a session entitled *"Entrepreneurial education"* at the MSBM 4th Annual Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.
- Robertson-Hickling, H. (2018). *"Encore careers: Doing what you want to do after retirement"*, as the guest speaker at the National Library of Jamaica's Retiree's Lunch, September 26, 2018.
- Robertson-Hickling, H. (2019). Poster presentation entitled *"Many rivers to cross: Windrush DACA Caribbean migrant experiences"*, mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- Robertson-Hickling, H. (2019). *"Preparing to lead"*, at the AMARI African Mental Health Research Initiative 2019 Annual Scientific Meeting, entitled *"African Mental Health Leaders for the Next Generation"* held at the Elilly Hotel In Addis Abba, Ethiopia, on March 21, 2019.
- Robertson-Hickling, H. (2019). *"Coping with the challenges of the new University of the West Indies"* as a part of The International Roundtable hosted by the Association of Commonwealth Universities (ACU) on Walking the Tight Rope Of Mental Health International Perspectives and Implications for HR, at the Association of Caribbean Higher Education Administrators (ACHEA) Conference at the Royalton Negril Resort & Spa, July 12, 2019. Slides no 1-25.
- Smith, T. (2019). Poster presentation entitled *"A buyer behavioural model for selling life insurance to young Jamaican adults"*, mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- **Smith, T.** & Haughton, S. (2019). Poster presentation entitled *"Marketing a crime prone destination: Lessons from Montego Bay, Jamaica"*, mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- **Smith, T.** & Roberts, D. (2019). Poster presentation entitled *"Flexible work arrangements in the Jamaican public sector"*, mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- Smith, T. (2019). *"How to write a business case"*, presented at the MSBM Brown Bag seminar, MSBM Mona Campus, February 14, 2019.
- **Tennant, D.** & Tracey, M. (2019). Poster presentation entitled *"Corporate profitability and effective tax rate: The enforcement effect of large taxpayer units"*, mounted at The UWI Research Days 2019, February 8 – 9, 2019.
- Thomas, R. (2019). Keynote presentation *"Developing innovation, entrepreneurship and technology for global competitiveness"* at the University of the Commonwealth Caribbean Academic Conference on September 27, 2018. The full text was published in the AGENDA section of the Jamaica Observer of Sunday, January 13, 2019.
- Thomas, R. (2019). *"Unlocking the doors to your future"* at Campion's Career Forum, February 4, 2019.
- Thomas, R. (2019). *"Understanding the opportunities and challenges of doing business in Jamaica; within the context of business in a global environment"*, as a part of the Clayton State University, Atlanta Study Abroad partnership with the MSBM, March 5, 2019.
- Thomas, R. (2019). Session Chair of Doctoral Consortium at the MSBM 4th Annual Business and Management Conference, held at the Jamaica Pegasus hotel, July 10-12, 2019.



AWARDS/ GRANTS



AWARDS/ GRANTS

Several members of the MSBM faculty were recognized and received awards for their contributions to academic research, and grants to enable them to conduct further research:

Awards

- The Principal's Research Awards for the Most Outstanding Researcher in the Faculty of Social Sciences 2017-2018, were presented to Drs Indianna Minto-Coy and Delroy Chevers.
- The Principal's Award for Research to Public Policy was presented to faculty member Dr K'adamawe K'nife.

Grants

- The Center for Excellence (CoE) was awarded a J\$30M grant from the International Development Research Centre (IDRC) for a 14-month project from November 1, 2018 to December 31, 2019. The grant agreement is for the new phase of the Caribbean Open Data programme.

- Dr Indianna Minto-Coy received a grant for J\$27.2M from FHi360/LPD (Local Partnership Development) for "Facilitating an enabling legal environment for civil society and social enterprise development and civic participation in Jamaica". Her co-lead on this project is Dr K'adamawe K'nife.
- Dr Indianna Minto-Coy was also awarded a research consultancy (jointly with Jeremy Collymore - Barbados) from the United Nations Office for Disaster Risk Reduction's UNISDR, in the amount of US\$16,500 to investigate "Private sector preparedness for enhancing resilience after Hurricanes Irma and Maria in Dominica and the British Virgin Islands".

A blurred photograph of a public service building with a sign in front. The building has a light-colored facade and a prominent overhanging roof with a red and white striped edge. A sign on a black pole is visible in the foreground, but the text is illegible due to blurring. The sky is blue with some light clouds. A solid blue vertical bar is on the right side of the page.

PUBLIC SERVICE



PUBLIC SERVICE

The following is indicative of the public service activities undertaken by MSBM faculty and staff:

Dr Olivene Burke:

- Chair, Hermitage Basic School Board
- Board of Directors, Centre for Leadership and Governance
- Member, Caribbean Area Network for Quality Assurance in Tertiary Education (CANQATE).
- Member, Society for Human Resource Management (SHRM)
- Member, Human Resource Management Association of Jamaica (HRMAJ).
- Member, Papine Area Development Committee (PDAC)
- Member, Violence Prevention Alliance
- President, Lions Club of Mona
- Member, Academic Advisory Board, Excelsior Community College
- Member Advisory Board, JN Bank

Dr Anne Crick:

- Director, Board of the JMMB Group of companies and Chair, JMMB Corporate Governance Sub-Committee
- Deputy Chairman, College of Insurance of Professional Studies (CIPS) Board and Chair, Lecturer Evaluations Sub-Committee
- Advisor to the Board for the Jamaica Customer Service Association (JACSA)
- Reviewer and member of the Editorial Board, International Journal of Contemporary Hospitality Management
- Member, Editorial board for the Journal of Hospitality and Tourism Insights (JHTI)

Ms. Shirley-Ann Eaton:

- Re-appointed by Governor General as member of the Supervisory Committee under the Banking Services Act. (The Supervisory Committee regulates licensed deposit-taking institution).

Dr Paulette Henry:

- Ideal Portfolio Services – Director

Dr K'Adamawe K'nife:

- Member, Board of Directors of the National Integrity Action.
- Member, Board of Directors, Ministry of Culture, Gender, Entertainment & Sport
- Chief Examiner, Caribbean Examination Council's CAPE Entrepreneurship Programme since 2014
- Trustee, Ras Tafari Trust Fund.

Dr William Lawrence:

- Member, Board of Trustees, Small Business Association of Jamaica (SBAJ)
- Member, CARIMAC Advisory Board
- Board Member, Broadcasting Commission & Chair of the Finance Committee
- Member, Combined Board of Jamaica Business Development Corporation (JBDC), Micro Investment Development Agency (MIDA) and the Self-Start fund (SSF)
- Member, Jamaica Stock Exchange (JSE) e-Campus Committee
- Member, Turnaround Management, USA
- Member of the Academy of Management
- Chairman of the Academic Review Committee meeting of the Jamaica Stock Exchange e-Campus.

Mrs Vanda Levy-McMillan:

- Member, Business & Management Standards Committee, University Council of Jamaica (UCJ).
- Assessor/Accreditation Officer, University Council of Jamaica
- Member of the Jamaica Employers' Federation (JEF) Annual Convention Programme Committee



PUBLIC SERVICE

Dr David McBean:

- Executive Chairman, Supreme Ventures Foundation
- Non-Executive Director, Mayberry Investments Limited

Dr Maurice McNaughton:

- Member, National ICT Advisory Council (NICTAC)
- Member, Overseas Examination Commission (OEC) & Chair of Operations Committee
- Member, Victoria Mutual Building Society (VMBS) Board
- Chairman of the National Information Systems for Health (NIS4H) Steering Committee, established by the Minister of Health to provide governance, strategic leadership, oversight and national coordination for information systems for health in Jamaica.

Dr Indianna Minto-Coy:

- Member, Communications and Partnership Mobilisation Committee of the UNESCO's 7th Global Media & Information Literacy Week Feature Conference, October 24-26, 2017
- Co-Chair of the Programme/Academic Committee of the First Diaspora Engagement Conference, University of Guyana, July 23-28, 2017
- Board Member, University of Guyana Press
- Member, Jamaica Stock Exchange (JSE) Best Practices Investor Relations Sub-Committee
- Chair of the Member Dealer Sub-Committees of the JSE Corporate Governance Awards Committee
- Chair of the Investor Relations of the JSE Corporate Governance Awards Committee.
- Reviewed Financial Cycle Gap Analysis for the Technical Research Support Unit (TRSU), Government of Jamaica
- Invited to attend the VI Meeting on Public-Private Partnerships for Disaster Risk Reduction in Latin America and the Caribbean: Business Continuity and Prevention Plans for the Tourism Sector, Crowne Plaza Hotel. Santo Domingo, Dominican Republic, December 7-9, 2017

- Member, Awards Committee, Inaugural PSOJ Public Sector Corporate Governance Award breakfast
- Reviewer, ECIS (European Conference on Information Systems) 2018 on "Beyond Digitization – Facets of Socio-Technical Change"
- Member, Board of Directors, GraceKennedy Company Limited
- Member of research team conducting study on the Private Sector Preparedness for, response to and Recovery from hurricanes Irma and Maria in Dominica and the BVI, May-August, 2018
- Member of a team conducting the Final Evaluation of the Austrian Development Agency-funded project on "Strengthening regional disaster risk reduction strategies and capacities for resilience in the Caribbean", August-September 2018

Mr Michael Roofe:

- Director, Kingston Legal Aid Clinic and Chair of Finance Committee.
- Director, Calabar High School Board and Finance Committee.

Dr Clive Scott:

- Advisory Board Member, JLS Youth Empowerment

Dr Trevor Smith:

- Member, Board of the National Conservation Trust Fund of Jamaica
Ambassador Ralph Thomas:
- Member, governing counsel for NCB Corporate Learning Campus

Mr Michael Williams:

- Member, Jamaica Chamber of Commerce (JCC) Conference Committee Board



FACULTY



FACULTY

The cadre of faculty at MSBM consists of a unique blend of tenured track, local career academics (full & temporary full-time), adjuncts and professional practitioners in a variety of fields, who have maintained currency in their academic disciplines through sustained involvement in research and teaching. Our visiting faculty members have become available to us through our alliances with world class business schools in North America and Europe. They have developed strong ties with us and are willing to give of their time and ideas to enhance the learning experience of our students.

FULL-TIME FACULTY

Name

Lou-Anne Barclay, PhD

Teaching Specialty

International Business Management;
Business Strategy & Policy;
Global Management Trends

Tolulope Bewaji, PhD

International Business Management;
International Entrepreneurship;
Business Policy & Strategic Management;
Corporate Environment & Strategy

Delroy Chevers, PhD

Production & Operations Management;
Information Systems in Organizations

Kamau Chionesu, MSc

Essentials of Managerial Economics;
Business Research;
Integrative Module Project;
Economics of Telecommunications, Information
Technology & the Global Market;
Essentials of Business Research

Noel Cowell, PhD

Research & Quantitative Methods;
Business, Government & Society;
Business Negotiations;
Human Resource Management & Industrial Relations;
Industrial Relations & Negotiation Strategies

Anne Crick, PhD

Quality Service & Operations Management; Organizational
Theory & Behaviour;
Quality Service Management;
Human Resource Management & Industrial Relations

Derrick Deslandes, PhD

Market Research;
International Marketing & Export Strategy;
Consumer Behaviour;
International Marketing



FACULTY

FULL-TIME FACULTY

Name

Charlette Donalds, PhD

Teaching Specialty

Computer Applications;
Systems Analysis & Design

Shirley-Ann Eaton, LLB., CLE., MBA

Business Ethics for Bankers;
Business Ethics for Bankers;
Regulatory Framework of Banking and Finance;
The Legal and Regulatory Framework for Business
Business, Government & Society;
Ethical, Legal & Regulatory Framework for
Enterprise Risk Management

Stascia Gordon, MSc

Introduction to Cost & Managerial Accounting;
Financial Accounting;
Financial Accounting I & II;
Management Accounting;
Advanced Management Accounting;
Financial Statement Analysis

Paulette Henry, PhD

Communication Skills for Managers;
Management Skills;
Integrated Marketing Communication

Eritha Huntley Lewis, MSc

Entertainment Management

Karen Jones-Graham, PhD

Information Systems;
Computer Applications

K'adamawe K'nife, PhD

Introduction to Entrepreneurship;
New Venture Management;
Strategic Planning for Entrepreneurship;
Social Entrepreneurship for Sustainable Development

William Lawrence, DBA

Quantitative & Qualitative Research

Vanda Levy-McMillan, MSc

Team Building;
Essentials of Managerial Theory;
Transformational Leadership and Management



FACULTY

FULL-TIME FACULTY

Name

Twila Mae Logan, PhD

Teaching Specialty

Financial Management;
Financial Management I & II;
Finance;
Advanced Corporate Finance;
International Monetary Economics and Finance

Hilton McDavid, PhD

National Security Policy & Programme Analysis;
Project Management;

Michelle McLeod, PhD

Tourism;
Hospitality;
Event Management;
Marketing for Managers

Maurice McNaughton, PhD

IT Economics;
Business Systems Engineering

Indianna Minto-Coy, PhD

ICT Policy & Regulation;
Diasporas & Migration;
Public Policy & Entrepreneurship;
Partnerships & Development

Stanford Moore, MEng., MMM

Production & Planning;
Operations, Planning & Control

Lawrence Nicholson, PhD

Quantitative Methods and Statistical Techniques;
Decisions Models for Managers;
Operations Management;

Lila Rao-Graham, PhD

Enterprise Data Management

Hilary Robertson-Hickling, PhD

Organizational Behaviour;
Team Building and Management;
Organizational Development

Michael Roofe, MSc, CPA

Financial and Managerial Accounting;
Financial Accounting I;
Management Accounting I & II;
Accounting for Managers;
Advanced Management Accounting

Clive Scott, PhD

Consumer Behaviour



FACULTY

FULL-TIME FACULTY

Name

Trevor Smith, DBA

Teaching Specialty

Internship I;
Strategic Planning & Management in Tourism/Hospitality
Business;
Marketing Research;
Business Research

Sandria Tennant, PhD

History & Theory of Tax:
Taxation I;
Tax Administration;
Accounting Research & Related Theory;
Research Methods & Tax Research;
Current Issues in Tax Administration and
Tax/Contemporary Taxation

Joan Thomas-Stone, MSc, CPA

Introduction to Cost and Managerial Accounting;
Financial Accounting

Michael Williams, MSc

Financial Accounting I & II;
Financial Statement Analysis;
Internship;
Research Seminar

ASSOCIATE TEACHING FELLOWS

Name

Robert Gregory, MSc

Teaching Specialty

Transformational Leadership and Management;
Transformational Leadership

Edwin Jones, PhD

Business, Government & Society

Kiplin Claude Robinson, BA, BJ

Communication for Managers;
Foundation Skills for Graduate
Management Education;
Personal Development Electives



FACULTY

ADJUNCT FACULTY – UWI

Name

Abdullahi Abdulkadri, PhD

Ricardo Anderson, MSc

Audrey Bailey

Gavin Bennett

Stacy Brodie-Walker, PhD

Allison Brown, MA

Olivene Burke, PhD

Evan Duggan, PhD

Leighton Duncan, MBA

Stephen Henderson, MSc

Claremont D. Kirton, PhD

Sandra March, MSc

Dawn Morgan, MBA

Trevor Murray, PhD

George Stewart, PhD

Monica Taylor, PhD

Lloyd Waller, PhD

Carole Wedderburn-White, MBA

Densil Williams, PhD

Teaching Specialty

Statistics & Multivariate Data Analysis

Computer Applications;
Systems Construction & Implementation

Financial & Accounting Management

Financial Management II

Counselling for Human Resource Practitioners

Academic Writing

Transformational Leadership;
Learning Strategy

Strategic Use of Information & Communication Technology

Computer Business Applications

Team Building

Security and Defence Economics

Team Building

Team Building

Human Resource Management;
Organizational Development & Change

Electronic Commerce;
Management Information Systems

Academic Writing

Epistemology for Management Science;
Qualitative Research
Methodology for Managers

Team Building

Business in a Global Environment;
Strategy Dynamics;
Econometrics for Managers;
Epistemology for Management Science



FACULTY

ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
Tashfeen Ahmad	Productivity and Quality Management Techniques
Olubusola Akinladejo	Legal and Regulatory Framework for Business
Peter Alfred	International Marketing & Export Strategy
Beryl Allen, PhD	Learning Strategies
Erica Allen, OD	Personal Development Electives
Herman Alvaranga	Marketing Strategy and Product Policy
Karl Anderson	Marketing for Managers
Loretta Anderson	Essentials of Business Plan Creation
Patrick N. Anderson	Corporate Finance
Richardo A. Anderson	Management Information Systems; Systems Construction & Implementation; Construction & Implementation
Vincent Anderson	External and Internal Threats to Hemispheric Security
Herman Athias	Transformational Leadership & Management
Nadine Baker-Largie	Auditing
Audrey L. Bailey	Advanced Financial Reporting; Financial & Accounting Management
Jeremy Barnes	Advanced Corporate Finance
Carl Beckford	Healthcare Informatics
Matthew Beckford	The Legal and Regulatory Framework for Business
Milton Bernard	Operations Management
Kerry Bigby	Auditing I; Taxation I; Management Accounting II



FACULTY

ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
Andrea Blackwood-Harriot, PhD	Business Policy & Strategic Management
Girjanauth Boodraj, PhD	Quantitative and Statistical Techniques; Economics for Managers; Management Decision Making with Statistics; Macroeconomics Implications for Business
Ian O. Boxill, PhD	Research & Quantitative Methods
Belinda Brown	Communication Skills for Managers
Christine A. Brown	Communication Skills for Managers; Managerial Communications; Management Information Systems
Marjorie Campbell	Enterprise Risk Management Governance
Karen Campbell-Bascoe	Essentials of Business Computing; Computer Applications
Christopher A. Charles	Caribbean Security Perspective - Deviance, Conflict and Social Management
Christine Charlton-Laing	IT Governance & Policies; Management Information Systems
Ryan Chung	Essentials of Financial & Managerial Accounting; Financial & Managerial Accounting
Danny Clarke	Business in a Global Environment; International Business Management; ERM in the Global Business Environment
Simon Clarke	Advanced Critical Thinking for Managers
Anthony M. Clayton	Sustainable Tourism Development; National Security Policy & Programme Analysis
Elaine E. Commissiong	Marketing; Personal Development Electives
Grace Cowan-Allen	Communication Skills for Managers



FACULTY

ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
Asha Crawford	Company Law
Brenda Cuthbert	Transformational Leadership & Management
Dahlia Daley-Nation	Statistics
Khalid R. Daubon	Systems Analysis & Design
Odetha Davis	International Marketing; Integrated Marketing Communication; Marketing Research; Marketing Strategy; Consumer Behaviour
Opal Donaldson, PhD	Management Information Systems; Computer Business Applications
Tavia Dunn	Business Law
Owen L. Ellington	National Security Policy and Programme Analysis
Fray Ellis	Financial Management I; Entrepreneurial Finance
Andrice N. Fagan	Corporate Environment & Strategy; Advanced Financial Accounting
Yvonne Falconer	Human Resource Management; Organizational Theory and Behaviour
Paula Ferguson	Corporate Finance
Alicia Ganess	Financial Management
Ramon Gracey	International Business Management
Neville Graham	Communication Skills for Managers
Paul Golding, PhD	Management Information Systems
Nadia Grant-Reid	Quantitative Methods; Production & Operations Management



FACULTY

ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
Kelvin Hall	Risk & Treasury Management
Winsome Halliman	New Ventures and Entrepreneurship
Lesley Hare	International Hospitality Business
Leonie Harris	Human Resource Management
Carla-Anne Harris-Roper	Labour and Employment Law
Dormah B. Harrison	Management of Strategic Issues
Carolyn E. Hayle	Sustainable Tourism Development; Tourism and Hospitality
Andre Y. Haughton	Econometrics for Managers
Suzette A. Haughton, PhD	New Dimensions of Power and Security in the Caribbean
Martin Henry	Foundation Skills for Graduate Management Education
Deborah Hickling, PhD	Elective Seminar 1
Benthan Hussey	International Human Resource Management; Organizational Development & Change; Human Resource Management
Ricardo Hutchinson	Financial Markets & Investments
Sydney R. Innis	International Relations and National Security Issues
Jacqueline A. Irons	Management of Change
Mark Jackson	Financial & Managerial Accounting
Dave Jeffrey	Taxation I; Advanced Taxation; Taxation of Business Organizations
Carol C. Jackson	Interconnection in Telecommunication Network
Maureen Johnson	Human Resource Management; Management of Change; Team Building & Management



FACULTY

ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
Oniel Jones	Introduction to Entrepreneurship; Business, Government & Society; Business Strategy & Policy; Entrepreneurship & New Venture Creation
Margaret Lawrence	Introduction to Tourism and Hospitality; Meetings and Convention Management; Quality Service Management; Transportation & Travel; Entertainment Management
Neville Ledgister	Principles of Marketing; Marketing Strategy; Marketing for Managers; Marketing Management
Douglas Lindo	New Ventures & Entrepreneurship
Michelle A. Linton	Corporate Environment & Strategy; Advanced Financial Accounting
Andrew Litchmore	Computer Applications
David F. Lowe	Marketing
Norman W. Marshall	International Marketing; Principles of Marketing
Cecille McCormack	Market Research
Lyndel McDonald	Information Technology and Telecommunications Management
Melville McIntosh	Project Management; Productivity & Quality Management Techniques; Information Technology Fundamentals
Ramon McLaren	Computer Applications
Kerry-Ann Metcalfe-Green	Introduction to Tourism & Hospitality; Transport & Travel



FACULTY

ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
David Miller	Operations, Planning and Control
Pauline Millwood	Business, Government & Society
Noel Morgan	Financial & Managerial Accounting
Shelly Muir	Principles of Marketing
Dwayne N. Paul	Financial Accounting; Introduction to Cost & Managerial Accounting
Carol Nelson-Perry	Advanced Auditing; Advanced Financial Accounting
Martin Nesbth	Financial Statement Analysis; Financial Management II
Kay Osborne	Marketing for Managers
Dionne A. Palmer	Creativity & Innovation Management for Entrepreneurship; Essentials of Management Theory
Sandra Palmer-Peart, DBA	New Ventures and Entrepreneurship
Derek Peart	Risk & Treasury Management; Risk Management in the Business
Ingrid Peralto	Personal Development Electives
Paula-Anne S. Porter-Jones	Communication Skills for Managers
Lincoln Price	Business Strategy & Policy
Kaydia Reid	Computer Applications; Computing Methods; Management Information Systems I
Julaine S. Rigg	Tourism Management
Donald Roberts	Industrial Relations



FACULTY

ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
Wayne Robinson	Industrial Relations and Negotiations Strategies; Industrial Relations; Business Negotiations
Carole Rowe	Communication Skills for Managers; Quality Service Management
Gloria Royale-Davis, PhD	Essentials Critical Analysis & Communication; Foundation Skills for Graduate Management Education
Vennecia Scott-Barnes	Finance; Financial Management; Investment Analysis & Portfolio Management; Management of Financial Institutions
Stewart E. Saunders	External and Internal Threats to Hemispheric Security
Rohan Shaw	Computer Business Applications
Joseph Shoucair	Business Law I; Company Law
Andenis Simms	Communication Skills for Managers
Donette F. Sommerville-Mills	Taxation II
Dayton M. Spencer	IT Project Management
Shannon Spencer	Managerial Economics
Robert M. Stephens	Events Planning and Management; Tourism Entrepreneurship and Innovation Management
George W. Stewart	Electronic Commerce
Alwyn Taylor	Data Structures; Computing Methods; E-Commerce
Vanesa Tennant, PhD	Management Information Systems; IT Project Management; Computer Applications



FACULTY

ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
Martin B. Thame	Compensations Management
Michele Thomas	Frameworks for Telecommunication and ICT Policy Making
Oswald Thomas	Economics for Managers; Economics for Business (Micro)
Fabian Vassell	Graduate Mathematics for Graduate Management Education; Decision Models for Managers; Managerial Decision Making with Statistics; Quantitative Methods & Statistical Techniques
Francis Vassell	Graduate Mathematics for Graduate Management Education; Essentials for Quantitative Methods; Quantitative Methods
Valerie P. Veira	New Venture Management; Introduction to Entrepreneurship
Rudolph Wallace	Essentials of Marketing Management; Consumer Behaviour
Patrice Whitely	Security and Defence Economics
Mathew William	Spanish
Arlene A. Williams	Business Law I
Donna Williams	Events Planning
Richardo Williams	Economics of Telecommunications, Information Technology and the Global Market
Stacey-Ann S. Williams	Business Law I
Petra-Ann Williamson	Organizational Behaviour
Cedric Wilson	Economics for Managers; Economics of Enterprise Risk Management
Maureen H. Wright	Financial & Managerial Accounting



FACULTY

ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
Stacy-Ann Wright	Management Information Systems
Jennifer Wynter-Palmer, PhD	Organizational Theory and Design; Transformational Leadership; Organizational Development & Change
Christopher Zombas	Business Communication

VISITING PROFESSIONALS – OVERSEAS

VISITING EXTERNAL EXAMINERS - OVERSEAS

- Professor Kasim Alli, PhD Clark Atlanta University, USA
- Professor Barron Harvey, PhD Howard University, USA
- Professor Edward Davis, PhD Clark Atlanta University, USA

OVERSEAS SUPERVISORS OF DBA STUDENTS

- Dr Speros Link Margetis
Professor of Finance
John H. Sykes College of Business
University of Tampa
- Professor Mary Jo Jackson
Associate Professor, Management
Sykes College of Business
University of Tampa
- Professor William T. Jackson
Director, Sustainable Entrepreneurship & Innovation and
Professor of Entrepreneurship & Innovation
University of South Florida
- Professor Ben Ramdani
Lecturer in Strategy, Director of Postgraduate Research Students
University of Exeter Business School
Streatham Court
Streatham Campus
University of Exeter
Exeter



FACULTY

OVERSEAS SUPERVISORS OF DBA STUDENTS

- Professor Bernard Obeng
Professor, Entrepreneurship and Small Business Management
Ghana Institute of Management & Public Administration
Business School
Box AH 50, Achimota-Accra
Ghana
- Professor Jason Jackson
Operations Management Professor
The Wharton School
University of Pennsylvania
- Professor Alphonso O. Ogbuehi
Professor of Marketing & International Business
Department of Management & Marketing
College of Business
Clayton State University
- Professor Graham Hall
Emeritus Professor of Management
CSM, UWIC (Now Cardiff Metropolitan University)



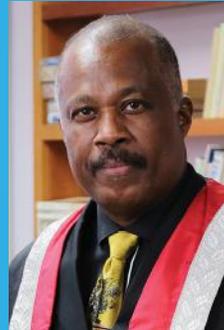
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Group Managing Director
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MSBM



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(Company Secretary)
Unit Head,
Finance & Accounting Unit MSBM



Ms Minna Israel
Special Advisor to the Vice Chancellor
Office of the Vice Chancellor
The University of the West Indies



Miss Allison Peart
Country Manager
Ernst & Young Jamaica



Mrs Lisa Soares-Lewis
Founder/CEO
Great People Solutions



Mr Jason Corrigan
Chief Operating Officer
Productive Business Solutions



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Country Manager
Ernst & Young

Dr David McBean

Executive Director
MSBM

Dr Lila Rao-Graham

Deputy Executive Director
MSBM

Dr Twila Mae Logan

Deputy Executive Director
MSBM

Ms Merlyn Reid

Assistant Accountant
MSBM

Mr Howard Pearce

Deputy Bursar
Office of the Bursary
The UWI

Mr Herman McDaniel

Consultant
Office of the Principal

Mr Nigel Logan

Campus Bursar
University of the West Indies

Mrs Andrea McNish

University Bursar
Office of Finance



INSTITUTIONAL LINKAGES

Key Partnerships

Throughout the years the School has developed formal and informal relationships with a number of international Universities and Institutions including:

- 51% Coalition
- Association of MBAs (AMBA)
- Association to Advance Collegiate Schools of Business (AACSB) International
- Aston Business School, Aston University, Birmingham, England
- Bloomberg
- California Polytechnic State University, Pomona
- Caribbean Cyber Security Centre
- Caribbean HIV/AIDS Regional Training network
- Caribbean Institute of Media and Communication (CARIMAC)
- Caribbean Internet Forum
- Caribbean Maritime Institute
- Caribbean Telecommunications Union (CTU)
- Carimed
- CARITEL, Barbados
- Central Information Technology Office (CITO)
- Centre for Industrial Relations – University of Toronto
- Clark Atlanta University
- Concordia University
- CVM TV
- Deloitte & Touche
- Department of Business and Management - University of Guyana.
- Digicel Group
- Disputes Resolution Foundation
- Eastern Caribbean Telecommunications Authority, St. Lucia
- ECLAC
- Eduniversal
- Ernst & Young
- Financial Services Commission
- First Global Bank
- Florida State University
- Foga Daley, Attorneys-At-Law
- Fundação Getulio Vargas – Brazil
- Fundacion Avina,
- Fundación Karisma – Colombia
- Georgia Southern University, USA
- Gore Developments Limited
- GraceKennedy
- Harvard Business School, Harvard University
- HEART Trust NTA
- Henlin Gibson Henlin, Attorneys at Law – Jamaica
- Howard University
- Human Resources Management Association of Jamaica (HRMAJ)
- Institute for Leadership, Ethics and Diversity (I-LEAD), College of Education, Health & Human Sciences, Knoxville University, USA
- Institute of Chartered Accountants of Jamaica (ICAJ)
- Institute of Chartered Accountants of the Caribbean (ICAC)
- Inter-American Development Bank (IDB)
- International Association for Media and Communication Research (IAMCR)
- International Development Research Centre (IDRC)



INSTITUTIONAL LINKAGES

- International Finance Corporation (IFC)
- International Institute for Labour Studies, ILO
- International Telecommunications Society (ITS)
- International Telecommunications Union (ITU)
- Internet Society (ISOC), Washington DC, USA
- J. Wray and Nephew
- Jamaica Business Development Corporation (JBDC)
- Jamaica Chamber of Commerce (JCC)
- Jamaica Cooperative Credit Union League (JCCUL)
- Jamaica Exporters Association (JEA)
- Jamaica Information Service (JIS)
- JMMB Joan Duncan Foundation
- Jamaica National Building Society (JNBS)
- Jamaica Observer
- Jamaica Public Service Company (JPSCO)
- Jamaicans United for Sustainable Development (JUSD)
- JL Kellogg Graduate School of Management
- Joan Duncan Foundation
- Joan Duncan School of Entrepreneurship, Ethics and Leadership (JDEEL) - University of Technology
- Keck Graduate Institute
- KPMG
- L. Howard Facey & Company
- Lloyd Greif Centre- University of Southern California
- London School of Economics and Political Sciences
- Massy Distributors
- McKinsey & Company
- Messiah College, USA
- Microsoft – Jamaica
- Ministry of Science, Technology, Energy and Mining (MSTEM)
- Montego Bay Chamber of Commerce
- National Commercial Bank Jamaica Limited (NCB)
- North Carolina A&T University
- Northern Caribbean University (NCU),
- Northwestern University
- Nova South Eastern University
- Nunes, Scholefield, DeLeon & Co.
- Organization of American States (OAS)
- Observatory on the Information Society in Latin America and the Caribbean (OSILAC-ECLAC)
- Office of the Prime Minister (OPM)
- Office of Utilities Regulation (OUR)
- Organization of Caribbean Utilities Regulators
- Pearson Vue
- Penn State University
- Petrojam
- Petroleum Corporation of Jamaica
- Pricewaterhousecoopers
- Private Sector Organization of Jamaica (PSOJ)
- Project Management Institute (PMI)
- Public Accountancy Board (PAB)
- Red Stripe – Diageo
- Regional Dialogue on the Information Society (DIRSI)
- Rural Agricultural Development Authority (RADA)
- Rutgers University
- Sagicor Jamaica
- Salada Foods Jamaica
- School of Business Administration, Clark Atlanta University
- School of Strategy and Leadership in the Faculty of Business and Law at Coventry University, UK
- Scotia Bank Jamaica
- Scotiabank Small Business Banking
- Slashroots Foundation
- Small Business Bureau of Guyana



INSTITUTIONAL LINKAGES

- Social Development Commission
- Social Partnership Council
- Sofos Consultancy, Netherlands
- Spatial Innovision Limited
- Spur Tree Spices
- The Continental Bakery Limited (trading as “National”)
- The Development Bank of Jamaica (DBJ)
- The MICO University College
- The National Integrity Action (NIA)
- Tranixcom LLC
- Turnaround Management Association
- UHY Dawgen Chartered Accountants
- United States Agency for International Development (USAID)
- Universal Service Fund Company Limited
- University of Alabama
- University of Cape Town, South Africa
- University of Central Florida
- University of Denver
- University of Ilorin, Nigeria
- University of Informatics Sciences in Havana, Cuba
- University of Michigan
- University of Technology
- University of Windsor
- Victoria Mutual Building Society
- Vincent HoSang Family Foundation, USA
- West Indies Players Association
- Wharton Business School
- Wisynco
- World Bank



THE LINK - UWI's SCHOOLS OF BUSINESS



**Mona School
of Business &
Management**

MSBM The University of the West Indies, Mona



ARTHUR LOK JACK
GRADUATE SCHOOL OF BUSINESS
THE UNIVERSITY OF THE WEST INDIES



CAVEHILL
School of Business
The University of the West Indies

MONA SCHOOL OF BUSINESS & MANAGEMENT



MONA SCHOOL OF BUSINESS
& MANAGEMENT
(NORTH)



